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TOWN OF NEEDHAM

TOWN WARRANT

FINANCE COMMITTEE REPORT

AND RECOMMENDATIONS

AND

REPORTS OF SPECIAL COMMITTEES

TO THE TOWN

AT THE

ANNUAL MEETING, APRIL 12, 1976

ELECTION, APRIL 12, 1976

BUSINESS MEETING, MAY 3, 1976

AT 7:30 P.M.

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1976
The Warrant

65th ANNUAL REPORT OF THE FINANCE COMMITTEE

To the Voters of the Town of Needham:

Planning a budget has been just as difficult this year as it has been in the past few years. Although inflation has generally slowed somewhat, our unemployment picture in the area has not brightened very much which means continued difficulty for many when it comes to paying their property tax bills. Fortunately this fact is recognized by almost all involved in the operation of our town and it has become a common goal to provide municipal services effectively and efficiently at the lowest possible cost in the Town of Nedham.

Our approach to the budget making process this year has been the same as last year. In September and October, we worked together as a Committee and did a great deal of planning and generalizing. This involved forecasting State action insofar as Cherry Sheet charges and reimbursements are concerned and also considered any direction set by previous Town Meetings. In the end we arrived at what we considered to be a "livable" tax increase for the town (it's been a long time since decreases could be realistically planned) and set this as our overall target for the year. Figures were then transmitted to all Town Departments in the form of maximum budgets we expected from them. Committee members were assigned as liaison teams and the budget making process for the year commenced. For the most part we received excellent cooperation. The only problems that have come to the surface are those caused by circumstances beyond the control of the individual departments or when additional services are deemed necessary and are therefore requested.

The biggest examples of the problems of control are in the Schools and the Hospital. In the School Department the costs of state dictated programs such as tuition to other systems and resulting transportation costs has been enough to throw our target off by about 1.4% or $150,000. In the Hospital, we must continue to provide for a growing number of both inpatient and especially outpatient services. While the increased expenditures are reflected in increased reimbursements for the services, it is often necessary for us as a Town to appropriate for those increased costs in advance.

An example of an increased service request, which must ultimately be decided by Town Meeting, is the current request by the Police Department to reorganize its chain of command. Our Committee has reviewed this request and has gone along with part of the proposal — making suggestions which we feel would be more beneficial to the Town. Also in the Police Department we have been asked to review and approve a change in the overall communications system used by the Department and we have recommended the expenditure of $27,000 for this purpose. While there have been requests from other departments that might throw targets off slightly, budget requests generally have been where we have expected them to be.

Up to now we have not mentioned the subject of personnel except as it is implied in a review of overall budgets. We do not intend to comment extensively on this except to note that it is becoming more and more diffi-

C.3-6/79-Gift

cult to predict or control the effect of formal and informal negotiations with our employees. We caution both sides involved in such negotiations to be realistic. The Town cannot afford unlimited salary increases. We must control personnel and fringe benefit costs and our employees must be sympathetic to these efforts. The subject of pensions in itself should be of great concern to us all in the future. To put it bluntly we feel that the rules and regulations of our municipal pension plan were not geared to the higher salaries being paid to governmental employees today and as a result we will have to pay, directly or indirectly, an inordinate burden for this benefit in the future. This year we have been told our pension costs must increase from $785,000 to $940,000 (a 24% increase!) without a further suggested cost of living adjustment.

We have mentioned earlier the unpredictability of forecasting what is to happen on our country and state levels of government and what effect this will have on the Town of Needham. At the present time we feel that all departments have done a reasonably good job in controlling expenses in our town. What is to happen on the Cherry Sheet — (a settlement account where the state distributes revenues to all cities and towns as well as levies assessments), will not be known for a month or more. It is incumbent upon us all to continue to stress the need to put our house in order at all levels of government and to insist that we live within our means.

In conclusion, we would like to leave our citizens and employees with several thoughts. The first is that good government is not free per se — it comes from the serious involvement of many citizens. In Needham we are fortunate to have many dedicated people helping to run our town and we would hope that more would continue to get involved as their time permits. To our employees we would urge that you be fair with us. Do your job well, look for ways to increase your productivity whether you are a teacher at the High School, a nurse at Glover or a clerk at Town Hall. In turn we will compensate you fairly, give you a stable employment opportunity, and provide you with adequate working conditions. None of us knows exactly what the future holds, but we should know that our continued success as a town depends on constant cooperation between employees and citizens. We urge all to do their share in keeping Needham, "a well managed Town."

Respectfully submitted,

DAVID F. DEVINE, Chairman
WILLIAM L. MATHER, Vice Chairman
JOHN C. HATCH
ROBERT E. KETTLETY
EDWARD B. MURPHY
RICHARD C. PEIRCE
A. WILLIAM RHODES
CHARLES W. ROBINS
KENNETH W. MacWHINNEY
WARNER B. HARTFORD, Exec. Sec'y

TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND TO APPROPRIATION ACCOUNTS

July 1, 1974 - June 30, 1975

(Transfers have been summarized below by department. Detail of these transfers by line item is shown in the various operating budgets, except as noted.)

Accounting	993.00
Board of Appeals	200.00
Building	72.72
Civil Defense	409.18
Council on Aging	101.10
Data Processing	3,651.84
Fire	4,236.54
Glover Memorial Hospital	37,500.00
Health (Dental Clinic)	157.44
Legal	5,525.00
Memorial Park	75.00
Park and Recreation Commission - see note below #1	2,500.00
Police	43,876.55
Public Works	17,000.00
Registrars	12,506.16
Selectmen - see note below #2	59,743.46
Town Clerk	120.23
Treasurer	14,090.00
Veterans' Services	11.12
TOTAL TRANSFERS	202,769.34
APPROPRIATION	204,000.00
BALANCE RETURNED TO OVERLAY SURPLUS RESERVE	1,230.66

Transfers not shown in Operating Budget Schedules:

#1. Transferred to Special Article #5 STM of 10/7/74

#2. Includes $4,577 transferred to Special Article #4 STM of 5/6/74

DEBT PICTURE
(in thousands)

Year	Principal Repaid	Interest Paid	Total Debt Payment	State School Reim-bursement	Debt End of year
1967	919	260	1,179	225	7,773
1968	889	234	1,123	225	6,884
1969	874	221	1,095	225	8,210
1970	1,125	306	1,431	362	7,085
1971	1,080	263	1,343	360	6,705
1972	1,100	255	1,355	394	5,905
Transitional 1/1/73-6/30/74	1,175	325	1,500	402	6,027
Fiscal Years					
1975	1,262	237	1,499	278	4,765
1976	1,220	184	1,404	267	3,545
1977	1,115	139	1,254	236	2,560
1978	800	89	889	236	1,760
1979	770	56	826	228	990
1980	665	26	691	97	325
1981	325	7	332	31	0

RECOMMENDED CAPITAL EXPENDITURES — 1976-1977

Article No.		Cost	Method of Financing: Tax Rate For 1977	Method of Financing: Other
	Glover Hospital:			
	X-Ray Tube Replacements and contingency	17,500		
	Portable M A X-Ray Unit	21,000		
	Automatic Processor	12,000		
13, Line 112	Fiberoptics	8,000	97,000	
	Replace monitors & oscilloscopes	13,000		
	Swan Ganz monitor	8,000		
	New roof 1950 Building	7,500		
	New technology	10,000		
	Public Works Department:			
13, Line 109	Reconstruction of School Grounds	25,000		
	Equipment Replacement	8,000		
13, Line 98	Highway - Equipment replacement	84,000		
20	Highway - reconstruction	5,000		
24	Disposal Area facilities	19,000		
21	Sewer construction	20,000		20,000
22	Drain construction	16,760		Sewer Assessment
23	Water-laying & relaying water mains	90,000		Reserve Account
13, Line 106	Water main extensions & services	40,000	287,760	
	School Department:			
13, Line 169	Maintenance and Renovation Program for Physical Facilities	80,000	80,000	
		484,760	464,760	20,000

CAPITAL BUDGET PROGRAM — 1977-1982

Summary of Projects Requested

(Inclusion herein does not necessarily reflect Capital Budget Committee approval)

Project	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	Timing Later or Need Uncertain
Fire Department:							
New Chassis & Body & Hydr. System overhaul for Fire Alarm Truck	16,158						
New Station in Charles River Section		400,000					
Replace Chief's Car			5,000				
Replace Station Wagon			5,000				
Replace Engine #1				80,000			
Replace Ladder #2					115,000		
Glover Hospital:							
X-ray:							
Tube Replacements & contingency	17,500	17,500	17,500	17,500	17,500	17,500	
Replace Equipment Room I			210,000				
Portable C Arm						41,000	
Portable M A X-ray Unit	21,000						
Ultrasound Unit					45,000		
Automatic Processor	12,000						
Generator & Photo Timing Rm 3 Power Supply				55,000			
Automatic Processor — OR					5,000		
Image Amplifier with Monitor Rm 3				105,000			
Automatic Film Changer					30,000		
Automatic Injector					9,000		
OR:							
Fiberoptics	8,000						
Nursing:							
Electric Beds & Furniture			6,000	6,000	6,000	6,000	
Replace Patient Call Systems		12,000					

Project	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	Timing Later or Need Uncertain
Replace Small Autoclave					7,500		
Replace monitors & oscilloscopes	13,000	10,000	10,000	10,000	10,000	10,000	
Swan Ganz Monitor	8,000						
Maintenance:							
New Roof 1950 Bldg.	7,500						
Renovation & Updating:							
X-Ray, ICU, Lab & P T							2,000,000
New Technology	10,000	10,000	10,000	20,000	20,000	20,000	
Park and Recreation Department:							
Irrigation System at DeFazio Complex		X					
Rosemary Beach Retaining Wall		X					
Rosemary Lake North Perimeter Fencing		X					
Mills Field Lighting on 4 courts		X					
Cricket Field Fencing Final Phase		X					
Tennis Court Construction — 5			X				
Claxton Field Lighting Alterations			X				
DeFazio Complex Parking Area Development — Includes storage facility for athletic apparatus				X			
Bikeways Development Program					X		
Nehoiden Park Development					X		
Public Works Department:							
Grounds:							
Reconstruction of School Grounds	25,000	25,000	25,000	25,000	25,000	25,000	
Equipment Replacement	8,000	6,000	3,500	4,000	3,500	6,000	
Highway:							
Equipment Replacement	84,000	90,000	95,000	100,000	100,000	110,000	
Highway Reconstruction	5,000	10,000	10,000	10,000	10,000	10,000	
State Aid to Highways —							
Central Ave: Bess Rd. to Gr. Pl. Ave.	—	50,000	50,000	50,000	50,000	50,000	
Sidewalk Construction	—	10,000	10,000	10,000	10,000	10,000	
Sidewalk Surfacing	—	3,000	3,000	3,000	3,000	3,000	

X Costs Unknown

CAPITAL BUDGET PROGRAM (Continued)

Project	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	Timing Later or Need Uncertain
New Street Construction	—	20,000	20,000	20,000	20,000	20,000	
Norris Farm Storage Bldg. Replace.	—	—	60,000				
Disposal Area Facilities	19,000	80,000					
Sewer:							
Sewer Construction	20,000	75,000	75,000	75,000	75,000	75,000	
Drain Construction	16,760	25,000	25,000	25,000	25,000	25,000	
Rehabilitation of Alden Road Sewage Pumping Station		20,000					
Water:							
Laying & Relaying Water Mains	90,000	70,000	70,000	70,000	70,000	70,000	
Main Extensions & Services	40,000	40,000	40,000	40,000	40,000	40,000	
Main to Birds Hill Tank		300,000					
Facilities for Reduction of Corrosiveness of Needham's Well Water			25,000				
School Department:							
Maintenance & Renovation Program for Physical Facilities	80,000	80,000	80,000	80,000	80,000	80,000	
Media Centers & Improvements at Broadmeadow, Harris, Eliot and High Rock Schools:							
Preliminary Plans & Costs	X						
Construction Phase		X					
Pave Newman Parking Lot (Art. #27)	35,000						
Board of Selectmen:							
Move Planning Board (Art. #25)	15,000						
Extend Chapel Street Parking Lot (Art. #26)	10,000						
	560,918	1,353,500	855,000	805,500	776,500	618,500	2,000,000

X Costs Unknown

BUDGET RECOMMENDATIONS

FOR FISCAL YEAR ENDING JUNE 30, 1977

Submitted by the Finance Committee

General Note: The salary budgets shown herein are stated at the rates of pay shown in Article 12, plus step rate increases and longevity pay where applicable.

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
GENERAL GOVERNMENT				
2.7% of Recommended Budget Total				
Accounting:				
1. Salaries	55,165	59,162	60,145	
2. Expenses	5,878	5,800	5,900	
3. Travel Out of State	300	500	500	
	61,343	65,462	66,545	
2. Reserve Fund — 993				
Data Processing:				
4. Salaries	42,943	46,849	49,516	
5. Expenses	36,099	34,241	35,288	
	79,042	81,090	84,804	
5. Reserve Fund — 3,652				

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Assessors:				
6. Salaries	70,738	73,300	67,208	
7. Expenses	6,903	8,400	8,750	
8. Capital Outlay	235	—	180	
9. Travel Out of State	155	500	500	
	78,031	82,200	76,638	
Board of Appeals:				
10. Salaries	1,113	1,692	1,692	
11. Expenses	1,100	1,308	1,400	
	2,213	3,000	3,092	
11. Reserve Fund — 200				
Council on Aging:				
12. Salaries	12,502	14,224	15,500	
13. Expenses	2,901	3,776	3,876	
	15,403	18,000	19,376	
13. Reserve Fund — 101				
Finance Committee:				
14. Salaries	2,538	2,728	2,851	
15. Expenses	295	400	400	
	2,833	3,128	3,251	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Legal:				
16. Salaries	17,928	19,362	20,142	
17. Expenses	6,625	12,118	13,118	
18. Damages	2,200	1,000		
	26,753	32,480	33,260	
17. Reserve Fund — 4,325				
18. Reserve Fund — 1,200				
Planning Board:				
19. Salaries	23,239	26,387	27,471	
20. Expenses	2,522	2,400	2,600	
21. Technical Assistance	1,909	1,013	1,800	
22. Travel Out of State		200	200	
23. Capital Outlay			130	
	27,670	30,000	32,201	
Registrars:				
24. Salaries	10,892	11,642	12,095	
25. Expenses	15,666	9,000	14,780	
26. Tellers and Canvassers	23,197	12,400	16,150	
27. Capital Outlay	485			
	50,240	33,042	43,025	
25. Reserve Fund — 7,006				
26. Reserve Fund — 5,500				

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Personnel Board:				
28. Salaries	17,171	19,819	22,056	
29. Expenses	1,227	3,225	3,450	
	18,398	23,044	25,506	
Selectmen:				
30. Salaries	22,740	24,845	26,163	
31. Expenses	1,857	2,250	2,250	
32. Town Meetings	6,752	6,800	6,818	
	31,349	33,895	35,231	
32. Reserve Fund — 652				
Telephone - Town Hall:				
33. Salaries	9,529	9,750	10,536	
34. Expenses	21,070	23,500	26,700	
	30,599	33,250	37,236	
33. Reserve Fund — 744				
34. Reserve Fund — 70				
Town Hall and Grounds:				
35. Salaries	23,211	26,400	30,392	
36. Expenses	14,406	15,880	16,780	
37. Capital Outlay	4,080	1,900	3,920	
	41,697	44,180	51,092	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Town Clerk:				
38. Salaries	30,752	33,631	35,342	
39. Expenses	2,262	2,375	2,950	
40. Travel Out of State		150	100	
	33,014	36,156	38,392	
38. Reserve Fund — 120				
Treasurer and Tax Collector:				
41. Salaries	50,125	48,050	47,513	
42. Expenses	15,798	12,950	15,600	
	65,923	61,000	63,113	
42. Reserve Fund — 4,000				
Youth Commission:				
43. Salaries	46,469	52,400	55,742	
44. Expenses	7,518	8,100	8,530	
45. Capital Outlay	333		450	
	54,320	60,500	64,722	
TOTAL: GENERAL GOVERNMENT	618,828	640,427	677,484	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
PROTECTION OF PERSONS AND PROPERTY				
10.2% of Recommended Budget Total				
Civil Defense:				
46. Salaries	5,714	5,824	1,500	
47. Expenses	11,409	10,776	10,928	
48. Capital Outlay	2,661	800		
47. Reserve Fund — 409	19,784	17,400	12,428	
Fire Department:				
49. Salaries	1,173,385	1,285,000	1,300,609	
50. Building Maintenance	16,566	16,950	19,950	
51. Capital Outlay	9,770		5,000	
52. Equipment and Supplies	15,642	16,750	16,750	
53. Service Expenses	9,182	7,550	5,250	
54. Travel Out of State	399	400	400	
55. Equipment Maintenance	12,174	10,650	10,650	
53. Reserve Fund — 1,282 55. Reserve Fund — 2,955	1,237,118	1,337,300	1,358,609	
Fire Alarm:				
56. Salaries	21,281	28,000	30,160	
57. Expenses	12,218	12,700	12,700	
58. Equipment Maintenance	862	1,200	3,200	
	34,361	41,900	46,060	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Building:				
59. Salaries	51,591	56,790	60,286	
60. Expenses	845	915	1,100	
61. Capital Outlay	2,952			
60. Reserve Fund — 73	55,388	57,705	61,386	
Sealer of Weights and Measures:				
62. Salaries	3,024	3,251	3,396	
63. Expenses	1,050	1,075	1,150	
	4,074	4,326	4,546	
Police:				
64. Salaries	868,647	899,384	992,530	
65. Auto Maintenance	34,500	36,000	37,000	
66. Building Maintenance	11,557	11,000	12,000	
67. Capital Outlay	26,878	30,500	57,000	
68. Communications	5,500	6,000	7,000	
69. Operating Expenses	11,690	12,825	11,700	
70. Signal System	787	2,300	1,000	
71. Travel Out of State	0	500	500	
72. Uniforms	12,277	12,400	13,000	
73. Crime Check Committee		1,500	500	
64. Reserve Fund — 38,100 66. Reserve Fund — 3,000 67. Reserve Fund — 1,077 69. Reserve Fund — 1,700	971,836	1,012,409	1,132,230	
TOTAL: PROTECTION OF PERSONS AND PROPERTY	2,322,561	2,471,040	2,615,259	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
HEALTH SERVICES				
0.8% of Recommended Budget Total				
Board of Health:				
74. Salaries	75,743	81,491	84,040	
75. Expenses	5,921	7,950	7,125	
76. Capital Outlay	3,110		3,800	
77. Garbage Removal	64,999	60,000	60,000	
78. Hospitalization	0	500	500	
79. Mental Health — Norfolk County	15,652	15,652	15,652	
80. Mosquito Control	4,507	2,500	2,500	
81. Travel Out of State	29	300	300	
82. Mentally Retarded	7,500	7,500	7,800	
	177,461	175,893	181,717	
Dental Health:				
83. Salaries	8,611	8,750	9,109	
84. Expenses	3,832	4,200	4,500	
	12,443	12,950	13,609	
83. Reserve Fund — 157				
TOTAL: HEALTH SERVICES	189,904	188,843	195,326	

PUBLIC WORKS

8.4% of Recommended Budget Total (including 0.2% for Debt Service)

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Administration:				
85. Salaries	63,931	73,112	76,824	
86. Expenses	3,248	3,510	3,655	
87. Travel Out of State	800	1,000	1,000	
	67,979	77,622	81,479	
Engineering:				
88. Salaries	142,122	155,075	156,006	
89. Expenses	4,675	4,900	5,400	
	146,797	159,975	161,406	
Forestry:				
90. Salaries	108,672	88,811	90,200	
91. Expenses	17,946	14,770	15,400	
	126,618	103,581	105,600	
Garage and Equipment:				
92. Salaries	76,010	88,989	81,776	
93. Expenses	58,807	51,550	62,550	
	134,817	140,539	144,326	

93. Reserve Fund — 12,000

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Highway:				
94. Salaries	291,625	309,263	325,143	
95. Salaries - Parking Meter Fund	5,981	7,000	7,350	
96. Expenses	80,000	92,000	107,350	
97. Highway Repairs	5,000	5,000	6,000	
98. Equipment Replacement	76,999	77,000	84,000	
	459,605	490,263	529,843	
Snow and Emergency:				
99. Overtime Salaries	43,041	50,000	50,000	
100. Expenses	65,000	60,000	60,000	
	108,041	110,000	110,000	
100 — Reserve Fund — 5,000				
Sewer:				
101. Salaries	265,870	293,305	294,362	
102. Expenses	25,900	27,900	39,150	
103. House Connections	14,000	14,000	14,000	
	305,770	335,205	347,512	
Water:				
104. Salaries	223,833	233,188	242,459	
105. Expenses	107,668	123,100	131,700	
106. Main Extensions and Services	35,000	35,000	40,000	
	366,501	391,288	414,159	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Grounds:				
107. Salaries	56,425	109,999	112,770	
108. Expenses	46,210	50,150	54,350	
109. Capital Outlay	32,864	30,200	33,000	
	135,499	190,349	200,120	
TOTAL: PUBLIC WORKS	1,851,627	1,998,822	2,094,445	
HOSPITAL				
19.0% of Recommended Budget Total (including 0.4% for Debt Service)				
Glover Hospital:				
110. Salaries	2,665,682	2,943,800	3,171,090	
111. Expenses	1,098,730	1,310,000	1,446,149	
112. Capital Outlay	109,223	162,000	127,123	
113. Travel Out of State	2,902	3,000	3,000	
114. X-Ray	96,000	106,000		
111. Reserve Fund — 37,500				
TOTAL: HOSPITAL	3,972,537	4,524,800	4,747,362	
VETERANS' SERVICES				
0.4% of Recommended Budget Total				
Veterans' Services:				
115. Salaries	14,282	16,331	16,253	
116. Expenses and Transportation	449	500	500	
117. Benefits	71,155	75,000	75,000	
115. Reserve Fund — 11				
TOTAL: VETERANS' SERVICES	85,886	91,831	91,753	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
LIBRARIES				
1.5% of Recommended Budget Total (including 0.1% for Debt Service)				
Public Library:				
118. Salaries	225,324	245,669	253,220	
119. Bindings	1,500	1,500	1,500	
120. Books and Periodicals	61,440	62,000	62,000	
121. Building Maintenance	28,843	25,122	30,090	
122. Expenses and Supplies	16,217	17,251	17,584	
123. Capital Outlay	1,023			
124. Branch Rent	2,700	3,000	3,300	
125. Travel Out of State	630	458		
TOTAL: LIBRARIES	337,677	355,000	367,694	
PARKS AND RECREATION				
1.1% of Recommended Budget Total (including 0.3% for Debt Service)				
Memorial Park:				
126. Expenses	469	500	500	
127. Capital Outlay	2,607			
126. Reserve Fund — 75	3,076	500	500	
Conservation:				
128. Salaries	0	500	500	
129. Expenses	708	1,000	1,000	
	708	1,500	1,500	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Parks and Recreation:				
130. Salaries	122,507	141,247	143,778	
131. Expenses	44,018	46,253	47,262	
132. Capital Outlay	6,998	4,500	4,450	
133. Engineering Services	1,500	1,000	2,000	
	175,023	193,000	197,490	
TOTAL: PARKS AND RECREATION	178,807	195,000	199,490	

DEBT AND INTEREST

4.9% of Recommended Budget Total

134. Maturing Bonds and Notes	935,000	910,000	805,000	
135. Bond and Note Interest	185,635	149,914	121,906	
136. Temporary Loan Interest	77,000	10,000	5,000	
137. Fiscal Cycle Loan-Prin. - Schools	320,000	307,000	310,000	
138. Fiscal Cycle Loan-Int. - Schools	51,230	33,790	16,895	
138. Reserve Fund — 10,090				
TOTAL: DEBT AND INTEREST	1,568,865	1,410,704	1,258,801	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
PENSIONS				
3.7% of Recommended Budget Total				
Contributory Retirement:				
139. Contributions	610,971	645,969	800,000	
140. Expenses	3,000	3,500	3,500	
	613,971	649,469	803,500	
Pensions and Annuities:				
141. Haddock and McLeod	3,600	3,600	3,600	
142. Chapter 32 Retirements	133,583	132,100	136,097	
	137,183	135,700	139,697	
TOTAL: PENSIONS	751,154	785,169	943,197	
UNCLASSIFIED				
3.6% of Recommended Budget Total				
Finance Committee:				
143. Reserve Fund	202,769	225,000	225,000	
Selectmen - Miscellaneous:				
144. Insurance	75,626	110,000	118,000	
145. Accident & Health & Group Life Insurance	334,850	385,000	354,275	
146. Workmen's Compensation Self Insurance Fund and Premium Account	79,118	85,000	92,000	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
147. Property and Casualty Self Insurance	8,353	5,000	1,887	
148. Uniformed Services Medical Payments	6,468	700	7,000	
149. Advertising	0	75	0	
150. Care of Soldiers' Graves	800	800	800	
151. Memorial Day	0	1,000	1,000	
152. Town Report	4,805	6,000	5,000	
153. Governmental Review Committee	158			
154. Street Lighting	109,500	104,000	120,000	
155. Maintenance of Stephen Palmer Building		21,000	5,000	
145. Reserve Fund — 19,850				
148. Reserve Fund — 6,350				
154. Reserve Fund — 27,500				
TOTAL: UNCLASSIFIED	822,447	943,575	929,962	

Description	Expended Y/E 6-30-75	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
SCHOOLS				
48.5% of Recommended Budget Total (including 3.8% for Debt Service)				
156. Salaries	8,315,825	8,847,263	9,448,891	
157. Administration	21,385	22,800	26,800	
158. Instruction	429,218	410,875	458,060	
159. Other School Services	62,410	71,042	61,829	
160. Cafeteria Assistance	50,000	45,000	45,000	
161. Pupil Transportation	170,456	200,330	217,685	
162. Operation and Maintenance of Plant	607,277	688,900	731,110	
163. Community Services	44,961	45,000	45,000	
164. Fixed Asset Acquisitions	88,766	42,290	44,650	
165. Tuitions, other Districts	31,200	100,000	175,000	
166. Out of State Travel	5,262	4,000	8,000	
167. Summer School	19,967	23,500	23,500	
168. Adult Evening Education	20,823	24,000	29,000	
169. Capital Outlay - Renovation of Physical Properties	27,969	80,000	80,000	
TOTAL: SCHOOLS	9,895,519	10,605,000	11,394,525	
GRAND TOTAL: ALL BUDGETS	22,595,812	24,210,211	25,515,298	

SCHOOLS — ADDITIONAL INFORMATION

Description	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Salary Accounts:			
Teachers	7,349,163	7,866,391	
Non-Teachers	108,800	103,200	
Office Staff	425,900	451,400	
Custodial & Maintenance	693,400	724,000	
Salary Adjustments	20,000	30,000	
Substitutes	64,900	64,900	
Tutors	90,000	104,000	
Non-teaching substitutes and overtime	27,000	28,000	
Intramurals	17,000	17,000	
Professional Development	8,000	15,000	
School Aides	43,100	45,000	
	8,847,263	9,448,891	
Other Accounts:			
Instruction:			
Supervision Teaching Supplies	240,720	272,312	
Textbooks	68,750	79,883	
Media - print	41,160	40,115	
- non print (A.V.)	48,165	52,270	
Guidance services	12,080	13,480	
	410,875	458,060	

Description	Appropriation Y/E 6-30-76	Recommended Appropriation Y/E 6-30-77	Town Meet. Amended Total
Pupil Transportation:			
Regular bus contract	142,600	152,200	
Vocational education	4,000	4,000	
Athletic busses	16,030	18,155	
Special education	37,500	42,000	
Additional - library & music	200	1,330	
	200,330	217,685	
Operation & Maintenance of Plant:			
Cutodial supplies	25,500	26,500	
Fuel - heating	248,000	248,000	
Utilities - telephone & electricity	204,500	224,500	
Maintenance Accounts:			
Maintenance of Grounds	3,900	3,900	
Maintenance of Buildings	95,800	86,900	
Maintenance of Equipment	69,860	74,350	
Replacement of Equipment	41,340	66,960	
TOTAL OPERATIONS AND MAINTENANCE	688,900	731,110	

WARRANT FOR THE ANNUAL TOWN MEETING
Monday, April 12, 1976

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County, Greeting:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said town namely:

Precinct A—William Carter School
Precinct B—Hillside School
Precinct C—Derwood Newman Junior High School
Precinct D—High Rock School
Precinct E—William Pollard Junior High School
Precinct F—Highland Avenue Junior High School
Precinct B—Harris School
Precinct H—Broad Meadow School
Precinct I—William Mitchell School - Kindergarten
Precinct J—William Mitchell School - Gymnasium

on MONDAY, THE TWELFTH DAY OF APRIL, 1976

from forty-five minutes after six o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1. To choose by ballot the following Town Officers:

One Moderator for one year;
Two Selectmen for three years;
One Assessor for three years;
Two members of School Committee for three years;
Two Trustees of Memorial Park for three years;
Two Trustees of Needham Public Library for three years;
One member of Board of Health for three years;
One member of Planning Board for five years;
One member of the Needham Housing Authority for five years;
One Commissioner of Trust Funds for three years;
Two members of the Park and Recreation Commission for three years;
One member of the Park and Recreation Commission for one year;
Fourteen Town Meeting Members from Precinct A for three years;
Ten Town Meeting Members from Precinct B for three years;
One Town Meeting Member from Precinct B for two years;
One Town Meeting Member from Precinct B for one year;
Fifteen Town Meeting Members from Precinct C for three years;
One Town Meeting Member from Precinct C for two years;
One Town Meeting Member from Precinct C for one year;
Ten Town Meeting Members from Precinct D for three years;
Two Town Meeting Members from Precinct D for two years;
Two Town Meeting Members from Precinct D for one year;
Seven Town Meeting Members from Precinct E for three years;
One Town Meeting Member from Precinct E for one year;
Six Town Meeting Members from Precinct F for three years;
One Town Meeting Member from Precinct F for one year;
Four Town Meeting Members from Precinct G for three years;

One Town Meeting Member from Precinct G for two years;
Six Town Meeting Members from Precinct H for three years;
Four Town Meeting Members from Precinct I for three years;
Nine Town Meeting Members from Precinct J for three years;
One Town Meeting Member from Precinct J for one year.

ARTICLE 2. To submit the following question upon the official ballot to the voters of the Town:

"Shall this Town approve the Charter amendment adopted by the 1975 Annual Town Meeting, summarized below?"

To provide in addition to the existing rights of petition for the right of registered voters by initiative petition to sponsor or propose a measure before Town Meeting in a manner that will permit submission to the registered voters of the Town for final action when not less than twenty-five (25) per cent of Town Meeting Members vote in the affirmative on the question or measure initially submitted or amended by the petitioners when signed by the proper number of registered voters and timely filed as more specifically provided in the proposed new Section 12A of our Special Home Rule Charter Act (Chapter 403 of the Acts of 1973, as amended). The full text of said Section 12A adopted under Article 20 of the 1975 Annual Town Meeting is attached at the end of this Warrant as Schedule "A".

ARTICLE 3. To submit the following question upon the official ballot to the voters of the Town:

"Shall this Town approve the Charter Amendment adopted by the 1975 Annual Town Meeting summarized below?"

To extend the time for a final vote of Town Meeting to become operative from seven (7) days to twenty (20) days and excluding the days between the first Wednesday in July and the first Wednesday in September in the exercise by registered voters of their right to a referendum petition on Representative Town Meeting action. The full text of said Charter Amendment as voted under Article 21 of the 1975 Annual Town Meeting is attached at the end of this Warrant as Schedule "B".

ARTICLE 4. To submit the following question upon the official ballot to the voters of the Town:

"Shall the town, in addition to the payment of fifty per cent of a premium for contributory group life and health insurance for employees in the service of the town and their dependents, pay a subsidiary or additional rate?"

ARTICLE 5. To submit the following question upon the official ballot to the voters of the Town:

"Shall the town, in addition to the payment of fifty per cent of a premium for contributory group life and health insurance for employees retired from the service of the town, and their dependents, pay a subsidiary or additional rate?"

and at Newman Junior High School in said Town on

MONDAY, THE THIRD DAY OF MAY, 1976 at 7:30 P.M.

ARTICLE 6. To hear and act on the reports of Town Officers and Commitees.

ARTICLE 7. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1976, in accordance with the provisions of General Laws, Chapter 44, Section 4, and

to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 8. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

(*Board of Selectmen*)

(FINANCE COMMISSION RECOMMENDATIONS TO BE FURNISHED LATER)

ARTICLE 9. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following dates: January 5, 1976; March 1, 1976;

or take any other action relative thereto.

(*Personnel Board*)

ARTICLE 10. To see if the Town will vote to amend Section 17, Schedule A of its Consolidated Personnel By-Law as follows:

Change grade of Civil Engineer, Grade IV from S-20 to S-21;

Change title of Plumbing & Gas Inspector to Inspector of Plumbing and Gas;

Change title of Wiring Inspector to Inspector of Wires;

Change Footnote (12) Civil Engineer Grade III to read: (12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works;

Addition of Footnote (13) to Personnel Director to read: "(13) Additional $600 per year when acting as Workmen's Compensation agent";

Delete Coordinator of Traveling meals;

or take any other action relative thereto.

(*Personnel Board*)

ARTICLE 11. To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1976 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Principal Assessor	10,000.
Assessor	10,000.
Selectman, Chairman	1,550.
Selectmen, others	1,250.
Town Clerk	14,940.
Town Treasurer & Tax Collector	17,300.

or take any other action relative thereto.

(*Personnel Board*)

ARTICLE 12. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

"Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1976 and the compensation of positions classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2) (12)	S-17
Civil Engineer Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works (10)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (5)	F-3
Fire Chief	F-5
Firefighter (6)	F-1
Fire Lieutenant	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (8) (9)	P-2
Personnel Director (13)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Additional $60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.

(4) Additional $750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.

(5) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.

(6) Additional $50.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.

(7) Additional $50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.

(8) Additional $25.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

(9) Additional $50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.

(10) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.

(11) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

(12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

(13) Additional $600 per year when acting as Workmen's Compensation agent.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	23,439	24,328	25,220	26,108	27,012
S-33	22,764	23,439	24,328	25,220	26,108
S-32	21,735	22,764	23,439	24,328	25,220
S-31	20,920	21,735	22,764	23,439	24,328
S-30	20,187	20,920	21,735	22,764	24,439
S-29	19,456	20,187	20,920	21,735	22,764
S-28	18,724	19,456	20,187	20,920	21,735
S-27	18,075	18,724	19,456	20,187	20,920
S-26	17,426	18,075	18,724	19,456	20,187
S-25	16,788	17,426	18,075	18,724	19,456
S-24	16,213	16,788	17,426	18,075	18,724
S-23	15,641	16,213	16,788	17,426	18,075
S-22	15,073	15,641	16,213	16,788	17,426
S-21	14,508	15,073	15,641	16,213	16,788
S-20	14,018	14,508	15,073	15,641	16,213
S-19	13,526	14,018	14,508	15,073	15,641
S 18	13,044	13,526	14,018	14,508	15,073
S-17	12,562	13,044	13,526	14,018	14,508
S-16	12,156	12,562	13,044	13,526	14,018
S-15	11,748	12,156	12,562	13,044	13,526
S-14	11,340	11,748	12,156	12,562	13,044
S-13	10,933	11,340	11,748	12,156	12,562
S-12	10,525	10,933	11,340	11,748	12,156
S-11	10,117	10,525	10,938	11,340	11,748
S-10	9,795	10,117	10,525	10,938	11,340
S-9	9,468	9,795	10,117	10,525	10,938
S-8	9,145	9,468	9,795	10,117	10,525
S-7	8,821	9,145	9,468	9,795	10,117
S-6	8,497	8,821	9,145	9,468	9,795
S-5	8,170	8,497	8,821	9,145	9,468
S-4	7,922	8,170	8,497	8,821	9,145
S-3	7,683	7,922	8,170	8,497	8,821
S-2	7,442	7,683	7,922	8,170	8,497
S-1	7,198	7,442	7,683	7,922	8,170

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		23,598	24,482	25,364	26,244
P-4		15,939	16,428	17,151	17,803
P-3	13,122	13,572	14,097	14,632	15,167
P-2		11,799	12,241	12,682	13,122
P-1			11,799	12,241	12,682

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5					
F-4					
F-3		See Note Schedule C			
F-2					
F-1					

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2		See Note Schedule C			
FA-1					

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8					
W-7					
W-6		See Note Schedule C			
W-5					
W-4					
W-3					
W-2					
W-1					

SCHEDULE C

RATE FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Animal Inspector (P.T.) (per annum)		
Assistant Beach Supervisor (P.T.) (per week) (1)		
Assistant Recreation Supervisor (P.T.) (per week) (1)		
Associate Director of Council on Aging (P.T.) (30 hrs. wkly.)		
Athletic Official or Referee (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Beach Booth Attendant (P.T.) (per week) (1)		
Beach Lifeguard (P.T.) (per week) (1)		
Beach Supervisor (P.T.) (per week) (1)		
Building Inspector (Substitute) (P.T.) (per diem) (or per inspection)		
Call Firefighters (P.T.) (per annum)		
Canvasser (P.T.) (per hour)		

SCHEDULE C (Continued)

	Minimum	Maximum
Clerk (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Committee Secretary (P.T.) (per hour)		
Coordinator of Traveling Meals (P.T.) (per hour)		
Council on Aging Executive Director (P.T.) (per annum)		
Dentist (P.T.) (per diem)		
Director of Civil Defense (per annum)		
Executive Secretary - Selectmen (P.T.) (per annum)		
Library Page (P.T.) (per hour)		
First year		
Second year		
Third year		
Play Leader (P.T.) (per week) (1)		
Plumbing and Gas Inspector (Substitute) (P.T.) (per diem) (or per inspection)		
Police Matron (P.T.) (per hour) (or minimum)		
Recreation Supervisor (P.T.) (per week) (1)		
Registrar of Voters (P.T.) (per annum)		
Sanitarian (Substitute) (P.T.) (per diem)		
Sealer of Weights and Measures (P.T.) (per annum)		
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Fifth year student (per hour)		
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Temporary Janitor (P.T.) (per hour)		
Temporary Laborer (P.T.)		
First year (per hour)		
Second year (per hour)		
Third year (per hour)		
Fourth year (per hour)		
Fifth year (per hour)		
Town Counsel (P.T.) (per annum)		
Traffic Supervisor (P.T.) (per month)		
Veterans' Agent (P.T.) (per annum)		
Wiring Inspector (Substitute) (P.T.) (per diem) (or per inspection)		

(1) Annual step rate increase of $5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year.";

or take any other action relative thereto.

NOTE:
The Personnel Board requires additional time to arrive at firm recommendations for copensation rate changes in some schedules. The appropriate detailed recommended changes to be presented to Town Meeting will be made available as soon as possible prior thereto.

(*Personnel Board*)

ARTICLE 13. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

(*Board of Selectmen*)

ARTICLE 14. To see if the Town will vote to amend Article XV of the General By-Laws by deleting Article XV in its entirety and substituting therefor the following new Article XV:

"ARTICLE XV

Data Processing Center

Section 1. Policy. In order to provide for the maximum utilization of data processing systems and services for the officers and departments of the Town of Needham, it is hereby declared to be the policy of the Town of Needham that, insofar as such may be accomplished without conflicting with the powers and duties reposed in said offices and departments and, insofar as practical, all data processing systems and services shall be centralized and shall be placed in the Data Processing Center and under the control of the Data Processing Coordinator of said Data Processing Center, **the Advisory Board and the Executive Committee as**
* **herein constituted.**

Section 2. Separate Department. There is hereby created a department of the Town government to be known as the 'Data Processing Center' and shall be under the supervision and control of a Coordinator **subject to review and approval by an Advisory Board in planning and procurement and subject to review and approval by an Executive Committee in the scheduling and use of the Data Processing Center services** as provided in other sections of this Article.

Section 3. **(A) Advisory Board.** Said Board shall be composed of five (5) members. Three (3) shall be appointed by the Board of Selectmen from within the Town and who shall not be full time municipal employees. The Town Treasurer and the Town Comptroller shall be members of said Board by virtue of the positions held by them. When available two of said three members appointed by the Board of Selectmen should possess some technical knowledge and experience in the field of data processing systems and services. Except for the initial appointments, and the Town Treasurer and the Town Comptroller, the members of said Board shall serve for three year terms. The initial appointments made by the Board of Selectmen shall be staggered for one, two and three year terms. In the event of a vacancy occurring in the membership other than by the expiration of the term of a member, the Board of Selectmen shall within (30) days after the vacancy occurs appoint a successor to serve for the balance of the unexpired term.

(B) Executive Committee. There shall be an Executive Committee composed of three (3) members selected by virtue of the positions held and duties assigned to them in the Town government service consisting of Town Counsel, Finance Committee Executive Secretary and Personnel Director.

Section 4, Meetings and Quorum. Meetings of the Advisory Board and the Executive Committee are to be held jointly and severally no less frequently than quarterly or at least four times each calendar year but the Chairman or a majority of each tribunal may call a meeting at any and all reasonable times. A joint meeting of both tribunals are to be held no less frequent than once in each calendar year but either Chairman with the approval of the Data Processing Center Coordinator may call a joint meeting at any and all reasonable times. At all meetings of each tribunal, a majority of the members shall constitute a quorum. At a joint meeting, a majority of the members of each tribunal shall constitute a quorum.

*—The **Bold Face type** portion is new or has been changed.

Section 5. Officers. The members of said Board shall annually within thirty (30) days after the annual appointments are made by the Board of Selectmen elect from its membership a Chairman, Vice-Chairman and Secretary, who shall serve as such during the ensuing year and until a successor is duly elected and qualified. **The members of said Committee within thirty (30) days of the within authorization and annually thereafter shall elect from its membership a Chairman, Vice-Chairman and Secretary, who shall serve as such during the ensuing year and until a successor is duly elected and qualified.**

Section 6. Powers of the Board. The powers conferred upon the Board by this By-Law shall be exercised by vote or resolution adopted by a majority of its members. Each such action shall be recorded in minutes of meetings for such purpose and shall be attested by the signature of the Chairman or Vice-Chairman, and by the signature of the Secretary. **Said Board shall exercise such powers and duties as are related to establishing equipment needs, selection and procurement of data processing equipment and rendering technical aid and assistance to the Coordinator.**

** **Section 7. Powers of the Committee. The powers conferred upon the Committee by this By-Law shall be exercised by vote or resolution adopted by a majority of its members. Each such action shall be recorded in minutes of meetings for such purpose and shall be attested by the signature of the Chairman or Vice-Chairman, and by the signature of the Secretary. Said Committee shall exercise such powers and duties as are related to the administrative functions of the Data Processing Center, the scheduling of services available to be rendered each office or department of the Town and related aid and assistance to the Coordinator.**

Section 8. Data Processing Center Coordinator. The Board **with the approval of the Committee** shall appoint a Coordinator of the Data Processing Center who shall be the Chief Administrative officer. Said Coordinator shall not be appointed or removed except in accordance with the Consolidated Personnel By-Law of the Town of Needham.

Section 9. On and after the effective date of this Article, and in addition to any preexisting authority conferred by the Town, the Coordinator with the approval of the Advisory Board **and the Executive Committee** shall have the following powers and duties:

** (1) The Coordinator shall develop and design systems for the maximum utilization of data processing equipment in order to provide the Town with those data processing systems whch best suit the needs of the Town for data processing services as are economically feasible and practical.

(2) The Coordinator shall approve all present and future applications to be made of the data processing equipment and systems in the several offices and departments under the budgetary jurisdiction of the Town.

(3) All offices and departments under the budgetary jurisdiction of the Town shall cooperate to the fullest extent with said Coordinator provided, however, that no such office or department shall be required to do anything in this connection which would conflict or be inconsistent with lawful, proper or necessary conduct of its duties as provided by any federal, state or local law, by-law, rule or regulation.

**—New Section 7 added and Sec. 9(1) deleted and other numbered sections and paragraphs changed accordingly.

(4) Each office or department of the Town utilizing any service provided by the data processing equipment covered by this Article shall have such control over the data supplied to and received from such equipment as such office or department finds is necessary to conduct its own affairs.

(5) Security of data, issuance of reports, extracts from data files, forms control, operations, commitments, costs of services when appropriate or necessary, training and user approvals as they relate to the Data Processing Center shall be considered appropriate subjects to be covered by rules and regulations to be promulgated by **the Executitve Committee** and the Coordinator with the assistance of the Advisory Board as herein authorized.

Section 10. Although municipal records are generally of a public nature, it is recognized that certain data to be processed through the Data Processing Center is of a classified or confidential nature. The Department head or any board, commission or other official tribunal having control of such classified or confidential data shall notify the Data Processing Coordinator in writing of the classified or confidential nature of the data, who shall thereafter take the necessary steps to protect such classified or confidential data.

It shall be a misdemeanor for any person to disclose or make known in any manner the contents or nature of any data while in the custody of the Data Processing Center for processing, or any data originated by the Data Processing Center, without the express consent of the Data Processing Coordinator or his duly authorized representative, without the express consent of the head of the department, board, commission or other official tribunal supplying the basic information; or tamper with, change, alter or destroy any data while in the custody of the Data Processing Center except in accordance with approved programs for processing the data. Whoever violates any provision of this section shall be subject to the penalty specified in Article IV, Section 14, of the within By-Laws.";

or take any other action relative thereto.

(*Board of Selectmen as recommended by the Data Processing Advisory Board*)

ARTICLE 15. To see if the Town will amend Section 13 of Article III of the General By-Laws by deleting Section 13 in its entirety and substituting the following new Section:

"Section 13. Whoever, being the owner, tenant, occupant or agent in charge of an estate, shall place any snow or ice on a sidewalk on which such abuts, or suffers it to remain thereon for more than five hours between sunrise and sunset, shall forfeit not more than ten dollars for each offense. If snow or ice, through weather conditions, is evenly spread over a sidewalk and frozen thereto so as to be difficult of removal, it may remain until it can be more easily removed if the sidewalk be kept in safe condition by sanding or otherwise.";

or take any other action relative thereto.

(*R. Ernest Leffel, et al*)

ARTICLE 16. To see if the Town will appropriate the sum of $100,000 for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for an experimental period not to exceed 12 months; authorize the Board of Selectmen with the aid and assistance of the Needham Transportation Committee or such other advisory tribunal deemed appropriate by the Board of Selectmen to enter into a contract or franchise arrangement or any combination thereof with a private carrier

or qualified independent contractor to implement such transportation service over the public ways of the Town upon such terms and conditions as the Board of Selectmen shall deem to be in the best interest of the Town; said sum herein appropriated is to be expended under the supervision and direction of the Board of Selectmen; the Board of Selectmen is further authorized to establish revenue charges to riders and the procedures for collecting or crediting such revenue by or through the private carrier; the Board of Selectmen is also further authorized to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; the Board of Selectmen is also authorized to make reasonable rules and regulations consistent with the authority granted herein to effectuate and maintain an efficient local public transportation service; determine how said sum is to be raised;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 17. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds alloted or to be alloted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads,

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 18. To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

Colgate Road — Oak Hill Road Northerly 211 feet
Gatewood Drive — White Pine Road Northerly 885 feet
Springdale Road — Gatewood Drive Easterly 160 feet
Valley Road — 1968 Acceptance to End 345 feet
White Pine Road — County Way to Gatewood Drive 650 feet

including the taking or acceptance of easements as shown on said plans;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 19. To see if the Town will vote to accept Section 6A of Chapter 44 of the Mass. General Laws which authorizes the treasurer, with the approval of the Selectmen, to incur debt outside the debt limit and issue notes therefor for a period not exceeding two years in anticipation of reimbursements from the State and/or County for the construction or repair of highways;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 20. To see if the Town will vote to raise and appropriate the sum of $5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 21. To see if the Town will vote to raise and appropriate the sum of $20,000. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account, or from other available funds, from the current tax levy or by borrowing or by two or more of said means, and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 22. To see if the Town will vote to raise and appropriate the sum of $16,760. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 23. To see if the Town will vote to raise and appropriate the sum of $90,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 24. To see if the Town will vote to raise and appropriate the sum of $19,000. for expenses (Town salaries and wages being included in the budget) for the construction of roadways and service area and the relocation of employee and equipment facilities at the Disposal Area as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 25. To see if the Town will appropriate the sum of $15,000 for finishing the office space available at the Public Works Building located at 470 Dedham Avenue and related changes or additions to provide office space for the Planning Board; determine how said sum shall be raised and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 26. To see if the Town will appropriate the sum of $10,000 for the purpose of clearing and resurfacing 11,400 square feet of land and a portion of a 30 foot right of way off Chapel Street and adjacent to the public parking

area to be used as additional parking space; authorize the Board of Selectmen to lease said 11,400 square feet and a portion of a 30 foot right of way from the Massachusetts Bay Transportation Authority for a period of one year and renewable from month to month thereafter without cost to the Town other than the obligation of the Town to clear and resurface the leased area as herein authorized; determine how said sum is to be raised and how expended;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 27. To see if the Town will appropriate the sum of $35,000.00 for the purpose of reconstruction and resurfacing of the driveways and parking lot at the Newman Junior High School; determine how said sum is to be raised and expended;

or take any other action relative thereto.

(*School Committee*)

ARTICLE 28. To see if the Town will vote to amend the Zoning Map of the Town of Needham as most recently revised to August 1975 to incorporate the revisions in the several zoning district boundary lines(1) as delineated on a compilation of maps entitled "Zoning Map Amendments" dated February 17, 1976 which are included herein by reference and made a part hereof with copies on file with the Planning Board, the Board of Selectmen, and the main Public Library for inspection and review along with copies of the existing Zoning Map presently in effect;

or take any other action relative thereto.

(*Planning Board*)

Footnote (1) A limited number of properties and owners are directly affected by the amended changes herein sought by this Article. Only those lots which are bisected by the existing zoned district boundaries are involved. The change proposed merely makes each entire lot conform to one of the two zoned districts presently applicable to such lot.

ARTICLE 29. To see if the Town will vote to amend Section 4.2.3. "Exemption for Recorded Lots" of the Zoning By-Law of the Town of Needham by deleting the first paragraph of Section 4.2.3 which reads as follows:

> "The restrictions in Section 4 relating to the minimum size of building lots shall not apply to lots laid out according to a plan recorded in the Registry of Deeds or registered in the Land Court on or before June 13, 1939."

; and by adding at the end of paragraph 2 immediately after the word "requirements" the following phrase —", or to make said lot less non-conforming as to frontage or area or both."; such that Section 4.2.3. "Exemptions for Recorded Lots" shall read in its entirety:

> "Nothing contained in section 4.2. shall prevent the construction or placing of buildings or structures permissible as accessory uses under the provisions of this By-Law, nor shall it prevent the construction or placing of a building or structure upon a lot having less area or frontage, or both, than required in section 4.2 if, at such time as the minimum area and frontage requirements for the Zone in which such lot is located were established or increased, such lot had less area or frontage, or both, than provided by such new or increased requirements; and if such less area or frontage, or both, did not result from an attempt to circumvent the intent of this By-Law, and if at the effective date of

such new or increased requirements or January 10, 1963, whichever date is later, the owner did not have adjoining land available to increase the area or frontage, or both, of said lot to meet said new or increased requirements, or to make said lot less non-conforming as to frontage or area or both.

A lot in a residential district having an area or frontage less than that required by section 4.2 may be developed for a single residential use, provided that such lot complies with the specific exemptions of General Laws, Chapter 40A, Sections 5A and 7A."

The foregoing amendment shall not be construed to be an expressed or implied acceptance of Chapter 808 of the Acts of 1975 amending Mass. General Laws Chapter 40A;

or take any other action relative thereto.

(*Planning Board*)

ARTICLE 30. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 48 of the 1975 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the future school needs of the Town and the obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1977 Annual Town Meeting or sooner;

or take any other action relative thereto.

(*Future School Needs Committee*)

ARTICLE 31. To see if the Town will vote to continue the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and most recently continued by vote of the Town under Article 2 of the November 10, 1975 Special Town Meeting; said Committee to report back to the 1977 Annual Town Meeting or sooner;

or take any other action relative thereto.

(*Media Center Study Committee*)

ARTICLE 32. To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and continue by vote of the Town under Article 51 of the 1975 Annual Town Meeting; that the sum of $25,000.00 be appropriated for the use of said Committee in carrying out its authorized assignment; determine how said sum shall be raised and expended; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(*Board of Selectmen as recommended by the Public Safety Committee*)

ARTICLE 33. To see if the Town will appropriate the sum of $13,000 for the establishment and construction of a bikeway system, including bicycle storage facilities and other related equipment and accessory items, to promote the safe, expeditious, and reliable form of recreation and transportation to accommodate the residents of the Town; said sum to be expended under the supervision and direction of the Park and Recreation Commission; the implementation and operation of the within project as herein authorized shall be

subject to such reasonable conditions, rules, and regulations as may be established by the Board of Selectmen acting as the Board of Public Works; subject to the approval of the Chief of Police, the Park and Recreation Commission may make and enforce, with the aid of the Needham Police, rules and regulations controlling the operation of bicycles in or over the public ways of the Town;

or take any other action relative thereto.

(*C. Bruce Johnstone, et al*)

ARTICLE 34. To see if the Town will vote to continue the building committee established by vote under Article 7 of the November 10, 1975 Special Town Meeting; said committee is instructed to continue its duties and responsibilites authorized by vote of the Town under said Article 7 and to report to the 1977 Annual Town Meeting or sooner;

or take any other action relative thereto.

(*Glover Memorial Hospital Building Committee*)

ARTICLE 35. To see if the Town will vote to continue the Low & Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and reactivated by vote under Article 52 of the 1975 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 36. To see if the Town will vote to authorize the Board of Selectmen through our Representative or Representatives to the General Court to seek the necessary authority from the General Court of the Commonwealth of Massachusetts to permit the form of question contained in Chapter 610 of the Acts of 1973 to be placed upon the ballot to be used for the election of town officers at the next town election following such authorization;

or take any other action relative thereto.

(*Board of Selectmen*)

ARTICLE 37. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 49 of the 1975 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1976 Annual Town Meeting or sooner;

or take any other action relative thereto.

(*Solid Waste Disposal Committee*)

ARTICLE 38. To see if the Town will vote to authorize the Needham VOTERS' GUIDE compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant of April 1977 and April 1978 under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred;

or take any other action relative thereto.

(*Barbara L. Thorne, et al*)

ARTICLE 39. To see if the Town will vote to transfer a sum of money from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1976-77.

or take any other action relative thereto.

(*Finance Committee*)

ARTICLE 40. To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.

(*Board of Selectmen*)

And you are hereby directed to serve this warrant by posting attested copies thereof in not less than twenty public places in said Town at least seven days before said meeting.

Hereof fail not and make due return of this warrant with your doings thereon unto our Town Clerk on or before said day and hour.

Given under our hands at Needham aforesaid this 26th day of February 1976.

H. PHILLIP GARRITY, JR.
E. LORETTA REYNOLDS
HENRY D. HERSEY
RICHARD M. SALAMONE
BENEDICT HOROWITZ
Selectmen of Needham

A true copy
Attest:
John F. Harkins, Constable

REPORTS OF SPECIAL COMMITTEES

REPORT OF TOWN MEETING COMMITTEE OF 1975

This Committee was established by a motion of Mr. Gerald R. Browne under Article 55 of the Annual Town Meeting of 1975 to review and make recommendations to the Town Meeting on the changing of the start of the Annual Town Meeting from May to March or any appropriate date. The Committee was directed to report to the Town Meeting no later than November 30, 1975 but was unable to do so since appointments to the committee were not complete at that time. The Committee held two meetings: the first on January 5, 1976, at which time E. Loretta Reynolds was elected Chairman and Warner B. Hartford secretary; the second on January 19th.

The change to the present dates of Town Meeting was made at the Annual Town Meeting of 1973 and was prompted by the changes in the General Laws involving the fiscal cycle from calendar to a year ending June 30. At the January 5th meeting the reasons for the change were reexplored with Mrs. Rose MacKenzie, Registrar of Voters and Mr. Hartford in his capacity as Executive Secretary of the Finance Committee. If the meeting is held at any earlier date conflicts develop in the Registrar's Office relative to Elections and the Finance Committee is faced with many problems relative to making meaningful recommendations to the Town Meeting. Specific information which is desirable for the Finance Committee to have prior to the Town Business Meeting includes but is not limited to the Cherry Sheet and the results of collective bargaining. Mrs. MacKenzie also presented figures which indicated that attendance over the past several years under each system has shown very little deviation — one to the other. It was decided to seek, through the Press, Town Meeting Members' feelings and recommendations relative to the change and their reasons, with the results of same to be discussed at the next meeting on January 19th.

At the meeting of the 19th Mr. Browne was present and indicated that his reasons for moving Town Meeting forward were specifically that the hall is uncomfortably hot, sports minded members may be unable to attend because of Little League, etc. and that other school events have been scheduled in conflict. Response to the press request for Town Meeting Members reasons for change was sparse and about evenly divided on the question of change. Moreover, opposition to present schedule was almost entirely expressed as a fear of Town Meeting continuing into June.

It was moved and voted that in the interests of operational efficiency and the convenience of the Town as a whole, that the present schedule of Town Meeting be continued. It should be noted that State Statutes forbid holding of Town Meeting any earlier than February or commencing any later than May. The Committee would also suggest a more strict adherence to the debate limits established at the start of every Town Meeting as a means of accelerating the process.

E. LORETTA REYNOLDS, Chairman, Board of Selectmen
WARNER B. HARTFORD, Secretary, Finance Committee
FRANK L. BRIDGES, Moderator
MARGARET BUCKLEY, Moderator
NORMAN A. HOMSY, Moderator

REPORT OF NEEDHAM LOW & MODERATE INCOME HOUSING COMMITTEE

Since the Committee was created by Town Meeting in 1972 and reactivated by the 1975 Town Meeting, it has established:

1. There exists a need for low and moderate income housing within the Town. The predominate need is for additional low income elderly, and moderate income elderly. Following these needs are other moderate income needs, employees of local industry in the town, and young married not yet established enough to afford to purchase a home in Needham or rent at prevailing market levels. A considerable demand for market rate apartments for the elderly also exists.
2. The magnitude of the task and the expertise necessary to bring to the Town a viable low and moderate income housing plan, requires the use of resources beyond a Town Committee.
3. Housing needs of the Town should be met by constructing a relatively small number of units on any one site, with sites dispersed throughout various parts of the Town, in preference to a large number of units on a single site.
4. The number of sites potentially available in Needham for this type of housing, is very limited due to requirements of size, availability of sewage, proximity to major streets, reasonable concern for abutters' rights and needs, cost to purchase and a requirement that the Town not be asked to incur costs for the extension of utilities to the site.
5. It is possible, via 121A contracts with the Town (which are enforceable in the courts), to present to the appropriate Town bodies, a comprehensive proposal for Low and Moderate Income Housing. The Committee has also concluded that Low and Moderate Income Housing should be built and managed by private interests in preference to the Town engaging in this activity.

With the contractual arrangements, outlined in (5) above, the Town can be assured of safeguards for proper construction, long-term management and maintenance without cost to the Town. For example, developments built by Limited Dividend Corporations return a percentage of the gross income to the Town in lieu of taxes. This payment would exceed the tax revenue received if the same site were developed into single family homes.

In conclusion, the Committee believes it is possible to build low and moderate income housing that the Town can be proud of, and is actively engaged in this endeavor in order to fill a housing need which is becoming more critical each year.

Respectfully submitted,

GEORGE W. TRUMBOUR, JR., Chairman
PETER BENFIELD, Vice Chairman
RICHARD FISCHER, Treasurer
MS. BARBARA THORNE, Secretary
RAEBURN HATHAWAY, Member
DEXTER MARSH, Member
DR. DOROTHEA WILLGOOSE, Member
ELIZABETH KEIL, Member
DOROTHY DWYER, Member

REPORT OF PUBLIC SAFETY COMMITTEE

The Committee was continued by vote under Article 51 of the 1975 Annual Town Meeting.

The Committee was originally charged by the 1974 Town Meeting to:

—Study the long-range needs of the services for the Protection of Persons and Property.

—Study the feasibility of restructuring the departments providing those services.

—Ascertain the availability of Federal and State grants in aid towards the costs of this study and the costs of implementing recommendations made by the Committee.

The Committee members have continued to spend considerable time in familiarizing themselves with current Public Safety practices in Needham as well as in other towns and areas. In order to organize our work, we initially established five major areas for study, as follows:

—Police Services
—Fire Services
—Ambulance Services
—Emergency Communications Services
—Civil Defense Services

As the principal source of Public Safety services, the Police and Fire Departments have occupied most of our efforts to date. We view Emergency Communications and Civil Defense as essential support functions and, as such, recommendations in these areas will, of necessity, follow recommended action in the Police/Fire areas. Because Ambulance Services are currently the subject of review by another Town Committee, we have not devoted any attention to this area.

At this time, the Committee has concluded that it must seek outside assistance in order to complete its assigned goals. We have, therefore, sought and obtained the approval of the Selectmen to have the Telephone Company prepare a final proposal for the installation of a 911 Emergency Number in Needham. The 911 system is in wider use each year and your Committee feels that its merits far outweigh its modest cost. Should such a system be approved for Needham, a 911 dialing from anywhere in Needham will reach the Police Department—where assistance will be dispatched for any type of emergency.

A second and most important request for outside, professional assistance is reflected in Article 32 of this year's Annual Town Meeting Warrant.

This Article requests the approval of funds for a study of the Police and Fire Departments. This study (or studies) would be performed by a professional organization (or organizations) selected by your Committee. The scope of the study would encompass Staffing, Facilities, Communications and Administration. We would expect to receive recommendations as to future needs, efficiencies and practical advice as to the best future course of action for the Town in the Public Safety area. The Committee is hopeful that these studies can be accomplished at no cost to the Town. However, because the area of Federal or State funding for such a study is not clear at this time, we have structured the Article so as to provide for funds if we cannot obtain Federal or State funding for the study. If funding is available, the Selectmen will be authorized to apply for such funding.

The Committee is optimistic that a better safety effort in Needham will result from the professional studies. We have also asked that the Committee

be continued, so that we may see to the initiation, conduct and final report of the consultants, as well as initiate any recommendations to the next Town Meeting which may arise from our work.

Respectfully submitted,

WILLIAM L. MATHER, Chairman
WILLIAM S. MARSH, Vice Chairman
PAUL J. CHALUE
DONALD F. EVERETT
WILLIAM HANSON
LOUIS ROMAN
FRED J. SALTZBERG

REPORT OF THE PUBLIC WORKS DEPARTMENT

The following report is submitted in compliance with a resolution adopted at the 1956 Annual Town Meeting.

RE: Article 17. Continuing changes in what was formerly known as the Chapter 90 Program require an affirmative vote on this Article to insure the receipt of funds from the County and the Commonwealth. The Article merely authorizes the Board of Selectmen to accept the funds and contract with the State and/or County for construction and maintenance projects on eligible Town roads.

RE: Article 19. Adoption of Section 6A of Chapter 44 authorizes the Town Treasurer, with the approval of the Selectmen, to borrow money on a short term basis to pay for the construction or reconstruction of a road that has funds committed fo that purpose by Agreement between the Town and the State and/or County. Needham has approximately $316,000. in available funds under contract for the reconstruction of Central Ave. from Bess Road through Great Plain Ave. As the construction progresses the reimbursements to the Town would be used to discharge the loan. In previous years, the Town has appropriated the entire construction cost of a project from the tax rate even though it took several years to accumulate sufficient funds to complete a contract.

RE: Article 20. $5000. to be raised for continance of curbing and sidewalk alteration in and adjacent to Business areas. The plan for fiscal 1977 calls for the funds to be expended on Pickering Street from Great Plain Avenue to May Street and Hunnewell Street on the northeasterly side from Highland Ave. to Hillside Ave. for the renewal of sidewalks and curbing. If funds permit, curbing will be installed on the westerly side of Dedham Ave. from Grant St. to Lincoln St. Highway Division personnel will perform this construction.

RE: Article 21. $20,000. to be appropriated from the Sewer Reserve Account for Sewer Construction in the following locations petitioned for by abutters or recommended by the Public Works Department and approved by the Board of Selectmen.

PROPOSED SEWER CONSTRUCTION BY TOWN FORCES

Location	From	To	Length	Size	Petitioned
Central Ave.	Noyes St.	Great Plain Ave.	300'	8"	———
Fletcher Rd.	Fletcher Rd.	South Street	1700'	8"	8-15-74

The estimated expense cost for this work is $20,000. and, is partially recoverable through the assessment of betterments. The funds for Town labor expended on this project are included in the Sewer Division Budget.

RE: Article 22. $16,760. to be raised for Storm Drain Construction expenses in the following locations as approved by the Board of Selectmen:

PROPOSED DRAIN CONSTRUCTION BY TOWN FORCES

Location	From	To	Length	Size
Forest St.	Culvert at House No. 106		100'	42"
Hunting Rd.	Crossovers		60'	12"
Rosemary St.	Highland Ave.	Webster St.	800'	12"
Taylor St.	Central Ave.	Hunnewell St.	600'	12"
Valley Rd.	Easement	House No. 42	260'	12"

The funds for Town labor on the above listed projects are included in the Sewer Division Budget.

RE: Article 23. $90,000. to be raised to install 4400 fect of 12-inch water main in South Street from House No. 649 South Street near High Rock Street to Dedham Avenue. Funds requested are for the purchase of pipe, hydrants, gates, fittings and the necessary constrction materials to complete the project. Water Division personnel will perform the work under the regular salary account. The project is in keeping with the department's Master Plan to update the Town's distribution system and to provide proper fire flows to the easterly portion of the Town. It is important that the 12-inch main reach Dedham Avenue to effect the necessary connection to existing mains to achieve improved flow. The long range plan calls for the 12-inch main to continue in South Street to Great Plain Avenue.

RE: Article 24. $19,000. to be raised to commence improvements at the Disposal Area that will ultimately lead to the construction of a transfer station to receive Needham refuse until the present landfill site is exhausted, and then be available to continue as a point of transfer for refuse to a regional site outside of Needham. On April 21, 1971 the State Department of Public Health, acting under authority of General Laws, Chapter 111 Section 105-A, established "Regulations For The Disposal of Solid Wastes by Sanitary Landfill." These regulations have drastically affected the operation of the Disposal Area and are principally responsible for the appearance of this Article at this time. The regulations require the submission of a detailed plan and operating procedure to the State before any site can be approved as a Sanitary Landfill. Such a plan and operating procedure were prepared by Needham's Engineering Division and submitted on March 21, 1975. The Plan addresses itself to both the short and long range operations of the landfill and is functional with or without townwide refuse collection. The $19,000 will provide the initial funds necessary to construct a new access to the relocated recycling, employee and equipment facilities.

Respectfully submitted,

ROBERT A. MacEWEN, Director
Public Works Department

REPORT OF GLOVER MEMORIAL HOSPITAL TRUSTEES

Pursuant to Article 11 voted at the Special Town Meeting held on October 9, 1974, the Trustees of Glover Memorial Hospital have continued during the past year "to study, consider and evaluate the present need capability and future prospects relative to the continuance of the successful operation of Glover Memorial Hospital as a wholly owned and operated municipal health care facility."

To assist in the conduct of this study the Trustees, with the cooperation of other appropriate Town bodies, have constituted an Ad Hoc Hospital Financial Structure Committee whose membership includes the Honorable Gilbert W. Cox, Jr., Representative in the General Court, H. Phillip Garrity, Jr., and E. Loretta Reynolds, representing the Board of Selectmen; David B. Ellis, representing the Town Finance Committee; Frederick W. White, representing the Town Personnel Committee; Edward L. Davis, Jr., Ronald L. Morrison and Leon B. Levitan, representing the Hospital Trustees; and Stephen L. Barrett, the Hospital Administrator.

The Trustees, assisted by the Ad Hoc Committee, have taken note of the recommendation advanced by the Finance Committee in its 64th Annual Report to the voters in April 1975 that "the financing of the Hospital operations should be removed from the municipal financial system" and are continuing their examination of the Hospital's financial relation to the Town and those practicable alternatives which would enhance fiscal and operational flexibility while preserving the Hospital's identity as a municipal institution and minimizing the impact of its annual operating costs upon the municipal tax rate.

The Trustees anticipate that their study will extend over the next several months and, consequently, it is not anticipated that the 1976 Annual Town Meeting will be asked to consider specific recommendations pertaining to the Hospital's relationship to the Town.

Respectfully submitted,

DAVID C. SULLIVAN, Chairman
MARJORIE G. CLIFFORD
EDWARD L. DAVIS, JR.
JOHN K. BENSON
WILLIAM H. GORHAM
STEPHEN J. KENNEDY
LEON B. LEVITAN
ROBERT P. McDONALD
RONALD L. MORRISON

REPORT OF THE GLOVER MEMORIAL HOSPITAL BUILDING COMMITTEE

The Glover Memorial Hospital Building established by vote under Article 7 of the Adjourned Special Town Meeting of November 12, 1975, was convened and organized in January 1976 with the following membership:

Chairman, Leonard J. Poirier, Jr., appointee of the Board of Selectmen; Vice Chairman, Ronald L. Morrison, appointee of he Hospital Trustees; Secretary, Thomas E. Geary, appointee of the Needham Taxpayers Association; Stephen L. Barrett, Hospital Administrator; Katherine M. Gilfoy, appointee of the Hospital Aid Association; Paul Hancock, appointee of the Finance Committee; and Christopher J. Salvo, M.D., appointee of the Hospital Medical Staff.

In a series of regular meetings since January, the Committee has voted to engage Bayette Associates, Inc., as architect for the proposed Hospital building and renovation program, and has established a time-table which visualizes completion of the detailed planning process and the receipt of bid prices for the actual construction and renovation program by October 1976 at which time the Committee would be prepared to present its findings and recommendations to a Special Town Meeting for consideration.

In order to continue and complete its duties and responsibilities as previously authorized by the Town Meeting, the Committee will ask the 1976 Annual Town Meeting to approve an Article authorizing that the Committee be continued.

Respectfully submitted,

LEONARD J. POIRIER, JR., Chairman
RONALD L. MORRISON
THOMAS F. GEARY
STEPHEN L. BARRETT
KATHERINE M. GILFOY
PAUL HANCOCK
CHRISTOPHER J. SALVO, M.D.

REPORT OF THE TRANSPORTATION COMMITTEE

The May 1975 Annual Town Meeting, under Article 55, voted that the Transportation Committee initiate a study of suburban public transportation in Needham. The Committee began its sudy of the legal, financial and logistical problems involved in determining the feasibility of such a transit service for the Town.

In August 1975 the Executive Office of Transportation and Construction (Massachusetts Department of Transportation) sent a request to the communities within the MBTA district to submit proposals for operating a one year experimental intra-town transit service. In response to this request, and at the direction of the Board of Selectmen, the Transportation Committee and Planning Board jointly submitted a proposal to the State to operate a minibus service within the Town, specifically tailored to meet the needs of our community. The total cost of this service for one year would be $100,000 (50% of which would be reimbursed from the State). Out of fifteen competing cities and towns, Needham's proposal was the first to be accepted by the State, with the Undersecretary of Transportation commenting that it was "one of the more professional and well thought out proposals he had seen". In November, 1975 Governor Michael Dukakis came to Needham to make the official presentation to the Town.

In order to generate interest within the Town, as well as to elicit public response to the proposed transit service, the Transportation Committee and the Board of Selectmen jointly sponsored a free minibus demonstration on Friday, November 28th and Saturday, November 29th (Thanksgiving Weekend). The first morning of the demonstration was run for the convenience of the senior citizens in the Linden Street Housing Units, taking them from their homes to the downtown shopping district and back. The elderly were already lined up waiting for the first bus at 8:45 in the morning. They seemed enthusiastic about regular service; as one woman said, "This would be a godsend to us."

During both Friday and Saturday afternoons demand for rides on the minibus exceeded the scheduled capacity of the vehicle. The original schedule called for having the minibus make two 15 minute demonstration runs per hour. However, demand for rides was so great that the schedule was increased from two runs per hour to three, then eventually to four. Over 700 people rode the minibus. It was interesting to note that although the minibus was operating on a demonstration route, some people were actually using it as a service. People were flagging it down along its route to go shopping or requesting the bus driver to make an unscheduled stop.

In a questionnaire that was distributed to the riders of the minibus 77% said they would use the Mini for shopping within the Town, while 40% said

they would use the bus for commuting. About half of the riders hoped to use the bus to get to the YMCA, library and other after school activities.

Since January, the Transportation Committee has been working with an ad hoc committee (created by the Board of Selectmen) to iron out the technical details of the proposed service plan. It has been decided that the most efficient and economical way to operate the service is to contract with a private bus carrier. An Article (#16) has been included in this year's Warrant requesting the necessary appropriation for this one year service.

In other transportation matters, the Committee has been keeping abreast of the developments of the Southwest Corridor. Although no firm decision has been announced as of this writing, it now appears that an upgraded commuter rail service remains as a viable alternative to rapid transit extension to Needham.

Respectfully submitted,

GRANT PAUL, JR., Chairman
DONALD FLEMING, Secretary
MARION CALDERWOOD
JOHN GILL
JOHN WALLACE
GILBERT COX, Ex Officio
HENRY HERSEY, Advisor

REPORT AND RECOMMENDATION OF PLANNING BOARD

In accordance with Article 34 of the 1963 Annual Town Meeting, the Planning Board is submitting the following report concerning the proposed articles included within this Warrant.

Two articles are recommended for adoption by the Annual Town Meeting. One article proposes an amendment to the zoning map involving approximately 100 lots in various areas of the Town which are presently located in more than one zoning district. The objective of this program is to eliminate the problems of administration and interpretation which often arise in zoning map boundaries. On many lots adjustment of the zoning district to coincide with the property line involves only a small percentage of the lot.

A second article involves an amendment to Section 4.2.3. **Exemptions for Recorded Lots** of the Town's Zoning By-Law. This section is commonly referred to as the "Grandfather Clause". Presently, the minimum lot sizes of 1 acre, 10,000 square feet, and 20,000 square feet corresponding to the A, B, and C zones do not apply to lots laid out on a plan recorded in the Registry of Deeds prior to June 13, 1939. Adoption of this provision would, except as otherwise specified in the Town's Zoning By-Law or the Massachusetts Zoning Act, Chapter 40A, prevent building on lots not in conformity with the zoning district in which they are located. Certain single and two family residence lots would still be exempt, consistent with the requirements of the Zoning Act.

The Planning Board members are always available to answer any inquiries concerning the zoning articles by the Town Meeting members.

Respectfully submitted,

NORMAN A. HOMSY, Chairman
GEORGE N. GIUNTA, Vice Chairman
ELLEN M. CANAVAN
ROBERT H. SEAMAN
STANLEY R. TIPPETT
Needham Planning Board

Schedule "A"

AT THE ADJOURNED ANNUAL TOWN MEETING
HELD ON MAY 19, 1975
UNDER ARTICLE 20

it was

VOTED: That the Town amend its Special Home Rule Charter Act (Chapter 403. Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by adding thereto following section 12 the following new Section:

"Section 12A, Right of Initiative; Initiative Procedures. Registered voters of the town may, by initiative petition prepared and filed in accordance with the provisions of this section, propose to any annual town meeting the passage of a measure and, if such measure be not so passed by said annual town meeting, may cause such measure to be submitted to the voters of the town for their approval or disapproval thereof as hereinafter provided. However, no measure shall be proposed by initiative petition hereunder which: (1) makes a specific appropriation of money from the treasury of the town other than an appropriation to pay for the costs of a study or to pay for a capital acquisition or improvement, (2) amends the zoning map or zoning by-laws of the town, or (3) proposes the submission to the voters of the town of an amendment to the charter.

An initiative petition shall set forth the full text of the measure proposed by the petitioners, and shall first be signed by not less than one hundred and no more than two hundred and fifty registered voters of the town, each of whom shall sign his name and record his address on said petition as his name and address appear on the list of registered voters. Said initiative petition shall be submitted to the town counsel not later than the fifteenth day of January prior to the annual town meeting into which that petition is to be introduced. If said town counsel shall certify that the measure proposed by said initiative petition does not conflict with the constitution or laws of the Commonwealth, and that it includes only subjects not excluded from the initiative by this section, said initiative petition shall then be filed by him with board of selectmen, who shall cause the measure proposed therein to be included in the warrant for the annual town meeting aforesaid as an initiative article, so designated; provided, however, that if the town counsel shall fail, within ten days following his receipt of an initiative petition, to notify the board of selectmen in writing of his reasons for not certifying said petition, that petition shall be deemed to have been certified by him, and, upon the request of any registered voter who had previously signed such petition, the board of selectmen shall cause the measure therein proposed to be included in the aforesaid warrant as an initiative article, so designated.

Whenever an initiative article is included in the warrant for an annual town meeting, the moderator shall give to any registered voter of the town who signed the initiative petition the privilege of making the first substantive motion under the initiative article, which shall be in the words of the proposal in said article. The moderator shall allow opportunity for debate on such initiative article and motions thereunder, and shall not accept a motion to put the previous questions as to the first substantive motion or as to any motion in substitution therefor until the petitioners and their opponents have been afforded

a reasonable time within which to present their arguments non-repetitiously. The town meeting shall act on the first substantive motion in the form in which it is presented, and, if such motion is not passed, the town meeting may take such other action under the initiative article which is within the scope thereof, including the adoption of any alternative measure. Action under an initiative article shall be taken by majority, two-thirds or such other vote as may be required by the nature of such action under applicable state laws.

If such annual town meeting shall dissolve without having adopted, enacted or voted passage of the first substantive motion presented as aforesaid under an initiative article, but if at least one-fourth of the total number of town meeting members voting upon said first substantive motion shall have voted in the affirmative, the original petitioners of said initiative article may complete their petition by filing with the board of selectmen an additional number of signatures of registered voters of the town which, when combined with the signatures of the original petitioners, will equal in number not less than fifteen percent of the total number of persons registered to vote in the town. Each additional signatory voter shall sign his name, and record his address, upon the petition as the same appear on the list of registered voters, and all such additional signatures shall be gathered not earlier than the day following the day on which the aforesaid town meeting dissolved, and shall be filed with the board of selectmen as set forth above not later than twenty days, exclusive of Sundays and legal holidays, following said dissolution.

If such annual town meeting shall have adopted, enacted or voted passage of any motion as an alternative to or substitute for the first substantive motion above referred to, the original petitioners of the initiative article may in like manner complete their initiative petition by filing with the board of selectmen an additional number of signatures, all as provided in the next preceding paragraph.

Within ten days after the filing of the completed initiative petition as foresaid, the Selectmen shall issue a call for a special meeting of the voters, which shall be held within fourteen days after the issuing of that call, for the purpose of presenting to the voters at large the measure proposed in said petition which has been acted upon unfavorably by the town meeting, and any alternative measure which may have been adopted by the town meeting, provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday in September immediately following, during which latter interval no such special meeting shall be held. Both of said measures shall appear upon the ballot to be voted upon by the voters at large, and shall be stated in the same language and form used in the motions acted upon by the town meeting, as appearing in the records of said meeting. The check list shall be used in the same manner as in the election of town officers.

If a majority of the registered voters of the town voting, thereon, and at least twenty percent of all the registered voters, shall vote in the affirmative on either such first substantive motion or upon such alternative motion, the measure voted upon in the affirmative by the number of voters thus required and the measure receiving the larger number of votes if conflicting measures are approved shall take effect immediately or at such later time as may be specified in such measure, or if it be a by-law subject to the approval of the Attorney-General it shall take effect subject to section thirty-two of chapter forty of the General Laws; provided, however, that any measure the passage of

of which shall by law require a two-thirds affirmative vote of the town meeting members voting thereon in a town meeting shall, if proposed by an initiative petition hereunder, or if it be an alternate measure adopted by the town meeting, shall require the affirmative vote of two-thirds of the registered voters voting thereon at a special meeting called by the Board of Selectmen under this section. Any measure proposed by initiative petition, or adopted by affirmative vote of town meeting, and approved by the registered voters of the town under this section shall thereafter be subject to amendment, revision or repeal by the town meeting, subject to the right of referendum by petition as provided in Section thirteen."

No provision in this section shall negate or in any way limit the right of ten or more registered voters to have an article inserted in the annual town meeting warrant at their written request, or the right of one hundred registered voters, or ten percent of the total number of registered voters of the town, whichever number is the lesser, to have an article inserted in a special town meeting warrant at their written request, or the right of two hundred registered voters or of twenty percent of the total number of registered voters of the town, whichever number is lesser, to request in writing the calling of a special town meeting, all as provided for in Chapter 39, Section 10, of the General Laws.

YES — 199 NO — 3

A true copy.
Attest: Rose O. Mackenzie, Town Clerk

Schedule "B"

AT THE ADJOURNED ANNUAL TOWN MEETING
HELD ON MAY 19, 1975
UNDER ARTICLE 20

it was

VOTED: That the Town amend its Special Home Rule Charter Act (Chapter 403, Acts of 1971, as amended) as authorized by Chapter 43B of the General Laws, as amended, by striking out Section 13 in its entirety and inserting in place the following new Section:

"Section 13. Referenda on Representative Town Meeting Action. No final vote of a town meeting passing a measure under any article in the warrant, except a vote to adjourn or dissolve, or a vote appropriating money for the payment of notes or bonds of the town and interest thereon becoming due within the current fiscal year, or a vote for the temporary borrowing of money in anticipation of revenue, or a vote declared by preamble by a two-thirds vote of the town meeting members present and voting thereon to be an emergency measure necessary for the immediate preservation of the peace, health, safety, or convenience of the town, shall be operative until after the expiration of twenty days, exclusive of Sundays and legal holidays, from the dissolution of the town meeting.

If within said twenty days a referendum petition, signed by not less than fifteen percent of the registered voters of the town, containing their names and addresses as the same appear on the list of registered voters, is filed with the Board of Selectmen requesting that the measure passed by any such vote which has not become operative as aforesaid be submitted to the voters of the town at large, then the operation of such vote shall be further suspended pending its determination as hereinafter provided, and the Board of Selectmen, within ten days after the filing of the referendum petition, shall call a special meeting which shall be held within fourteen days after the issuing of the call for the purpose of presenting to the voters at large the measure so involved; provided, however, that the fourteen days aforesaid shall not include any Sunday or legal holiday, or any day between the first Wednesday in July and the first Wednesday of September immediately following, during which latter interval no such special meeting shall be held.

All votes upon any measure so submitted shall be taken by ballot; and the measure so submitted shall be stated upon the ballot in the same language and form in which the motion was adopted by the Town Meeting, as appears from the records of said town meeting. The check list shall be used in the same manner as in the election of town officers. If a majority of the registered voters of the town voting thereon, and at least twenty percent of all the registered voters, shall vote in the negative, the action of the town meeting in passing the measure which is the subject of the referendum petition shall be null and void; otherwise, such measure, as voted by the town meeting, shall take effect immediately upon the declaration by the selectmen of the vote upon the referendum, or at such later date as may be specified by said vote of the town meeting.

If such referendum petition is not filed within said period of twenty days, the vote of the town meeting passing the measure which is the subject of the said petition shall become operative upon the expiration of said period, or at such later date as the vote passing said measure may specify."

YES — 198 NO — 6

A true copy.

Attest: Rose O. Mackenzie, Town Clerk

TOWN OF NEEDHAM

TOWN CLERK'S RECORDS

OF THE

PRESIDENTIAL PRIMARY
March 2, 1976

AND

ANNUAL TOWN ELECTION
April 12, 1976

AND

ANNUAL TOWN MEETING
May 3, 1976

RECORD OF PRESIDENTIAL PRIMARY
March 2, 1976

Pursuant to a Warrant issued by the Selectmen February 6, 1976, the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Tuesday, the second day of March in the year 1976 at 8:00 o'clock in the forenoon. The polls remained open until eight o'clock in the afternoon.

The meeting was called to order and the Warrant and Officer's return were read by the Wardens of the Precincts.

The ballot boxes were inspected and found to be empty with the registers set on 0000. The boxes were then locked and the keys delivered to the Police Officers in attendance.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling places had been designated as follows:

Precinct A—William Carter School
Precinct B—Hillside School
Precinct C—Derwood Newman Junior High School
Precinct D—High Rock School
Precinct E—William Pollard Junior High School
Precinct F—Highland Avenue School
Precinct G—Harris School
Precinct H—Broadmeadow School
Precinct I—William Mitchell School - Kindergarten
Precinct J—William Mitchell School - Gymnasium

The polls were opened at eight o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54 of the General Laws.

Precincts	A	B	C	D	E	F	G	H	I	J
9:00 A.M.	52	65	78	80	80	47	51	89	53	68
10:00 A.M.	73	106	136	145	150	96	79	145	85	99
11:00 A.M.	105	135	185	189	205	132	109	197	119	132
12:00 Noon	124	181	241	235	250	152	143	248	156	159
1:00 P.M.	162	225	285	268	282	183	180	283	190	201
2:00 P.M.	187	266	330	315	327	224	230	331	217	249
3:00 P.M.	224	313	383	354	380	280	265	379	263	278
4:00 P.M.	254	363	455	438	448	320	307	450	305	324
5:00 P.M.	321	428	535	525	520	373	350	535	366	400
6:00 P.M.	392	492	645	629	597	429	424	632	446	462
7:00 P.M.	463	580	796	725	712	501	506	735	537	557
8:00 P.M.	558	685	881	822	822	561	591	824	610	634

The Town Clerk and the Selectmen, upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 4:15 A.M., March 3, 1976.

The total number of votes cast was:

DEMOCRATIC	4232
REPUBLICAN	2756
AMERICAN	0
TOTAL	6988

39% of the registered voters

The result of the balloting was as follows:

DEMOCRATIC PARTY

	A	B	C	D	E	F	G	H	I	J	Total
PRESIDENTIAL PREFERENCE											
Robert L. Kelleher	1	0	0	1	2	0	2	0	0	0	6
George C. Wallace	30	37	41	17	28	29	24	53	35	17	311
Ellen McCormack	10	19	32	42	41	35	32	65	29	23	328
Terry Sanford	0	0	0	0	0	0	0	0	0	0	0
Lloyd Bentsen	0	0	1	0	0	0	0	0	0	1	2
Fred R. Harris	29	39	17	25	32	22	11	21	21	25	242
Milton J. Shapp	19	28	20	20	22	18	12	20	15	26	200
Birch Bayh	30	28	25	20	12	11	11	28	15	29	209
Jimmy Carter	34	35	64	59	39	32	50	47	33	35	428
R. Sargent Shriver	17	16	17	23	21	35	25	64	20	16	254
Henry M. Jackson	131	143	104	87	64	45	62	85	51	103	875
Morris K. Udall	101	124	149	143	144	114	108	134	114	104	1235
No Preference	4	6	6	9	4	3	9	4	1	2	48
Others	5	6	0	4	8	4	2	8	7	4	48
Blanks	4	8	5	13	0	2	2	7	3	2	46
STATE COMMITTEE (MAN) (Second Middlesex and Norfolk District)											
Arthur M. Tiernan, Jr.	302	344	349	321	301	272	255	395	242	264	3045
Blanks	113	145	132	142	116	78	95	141	102	123	1187
STATE COMMITTEE (WOMAN) (Second Middlesex and Norfolk District)											
Mary M. Sullivan, 18 Conant Rd., Weston	240	299	278	247	234	211	207	319	196	213	2444
Blanks	175	190	203	216	183	139	143	217	148	174	1788
TOWN COMMITTEE											
George N. Giunta, 44 Reservoir Ave.	254	263	242	224	224	182	181	248	170	213	2201
Rosina J. Stark, 31 Hazelton Ave.	227	251	229	208	216	177	179	248	167	202	2104
Mark O'Brien, 49 Walnut Street	232	258	261	250	240	193	195	268	170	214	2281

DEMOCRATIC PARTY

TOWN COMMITTEE (Continued)

	A	B	C	D	E	F	G	H	I	J	Total
Norman P. Jacques, 322 Manning St.	217	242	226	195	217	176	189	240	166	205	2073
Patricia A. Austin, 18 Oakhurst Circle	225	245	241	212	227	176	176	237	162	201	2102
Vincent J. Quealy, Jr., 42 Birch St.	213	246	226	200	223	170	180	275	160	203	2096
Robert F. Larkin, Jr., 72 Clarke Circle	226	264	236	205	223	179	182	240	160	203	2118
Leo J. Coveney, 119 Fox Hill Rd.	234	254	261	238	258	218	206	276	183	224	2352
James L. Galvin, 134 Dawson Dr.	214	240	232	199	212	179	188	279	157	200	2100
Elizabeth M. Keil, 43 Kingsbury St.	237	251	255	222	229	198	192	247	169	210	2210
Herbert T. Cannon, 611 Greendale Ave.	217	247	229	199	208	169	174	257	154	198	2052
David A. Knapton, 100 Lawton Rd.	221	241	236	203	233	171	176	248	153	199	2081
Arthur M. Tiernan, Jr., 21 Warren St.	251	276	262	259	250	235	202	281	178	225	2419
Philip F. Mulvey, Jr., 65 Paul Revere Rd.	232	253	243	219	235	203	198	288	190	235	2296
Daniel G. Harrington, 144 Fairfield St.	224	254	237	215	223	195	193	285	168	208	2202
Edward F. Harrington, 732 Great Plain Ave.	232	265	256	227	248	221	211	303	183	221	2367
Edward S. Cahalane, 296 Linden St.	219	251	233	226	225	182	185	276	162	209	2168
David C. Coughlin, 43 Coolidge Ave.	224	249	235	201	228	184	191	249	163	207	2131
Margaret T. Buckley, 42 Broadmeadow Rd.	241	264	251	230	240	202	216	334	187	225	2390
George C. McMahon, 60 Jarvis Circle	219	252	229	202	210	178	175	236	155	201	2057
David S. Tobin, 12 Clarke Rd.	232	259	243	210	212	177	182	247	156	201	2119
Sumner S. Fanger, 755 Greendale Ave.	248	267	247	215	220	178	178	279	158	224	2214
Frederick V. Holloran, 75 Forest St.	215	246	236	298	207	172	173	235	155	199	2036
Lida E. Eisenstadt, 14 Hancock Rd.	243	283	270	238	220	195	185	250	161	228	2273
Michael A. Heffernan, 99 Whitman Rd.	250	282	297	263	259	233	212	329	191	242	2558
Edward J. Stark, 31 Hazelton Ave.	210	244	225	197	205	170	173	235	160	199	2018
Sidney J. Dockser, 98 Wayne Rd.	259	271	247	216	217	176	171	242	155	217	2171
David G. Eisenstadt, 14 Hancock Rd.	243	267	264	223	213	191	178	246	161	216	2202
Susan D. Fleming, 22 Morton St.	224	248	237	208	211	184	185	243	160	207	2107
Benedict Horowitz, 140 Prince St.	291	314	296	261	258	214	218	304	189	266	2611
Barbara A. Doyle, 214 Elmwood Rd.	237	254	246	220	231	196	190	296	176	215	2261
Mildred Bergen, 85 Stockdale Rd.	0	0	2	4	6	2	0	5	0	0	19
Rosalyn S. Littman, 20 Windsor Rd.	0	0	0	1	3	2	0	2	0	0	8
Others	0	0	0	1	1	1	0	3	0	3	9
Blanks	7314	9114	9205	9312	7563	5186	6416	10,529	6861	6925	78,425

REPUBLICAN PARTY

	A	B	C	D	E	F	G	H	I	J	Total
PRESIDENTIAL PREFERENCE											
Ronald Reagan	43	70	108	99	136	58	72	120	87	76	869
Gerald Ford	83	117	273	236	249	145	156	146	161	140	1706
No Preference	9	5	6	14	5	4	8	8	6	6	71
Others	4	0	3	5	5	3	2	5	3	12	42
Blanks	4	4	10	5	10	1	3	9	9	13	68
STATE COMMITTEE (MAN) (Second Middlesex and Norfolk District)											
Frank H. Conway, Wellesley	23	39	91	65	93	44	41	59	61	49	565
Robert J. Gilkie, Needham	103	125	268	245	261	142	171	187	163	152	1817
Others	0	0	0	0	0	0	0	0	0	1	1
Blanks	17	32	41	49	51	25	29	42	42	45	373
STATE COMMITTEE (WOMAN) (Second Middlesex and Norfolk District)											
Judith H. Ide, Wayland	65	86	202	169	168	92	113	101	96	114	1206
Sherry Jenkins Martin, Weston	54	58	121	102	138	67	70	100	99	67	876
Blanks	24	52	77	88	99	52	58	87	71	66	674
TOWN COMMITTEE											
Robert C. Dawson, 42 Falcon St.	106	133	298	259	290	158	184	214	192	176	2010
Helen C. Bird, 111 Pine St.	100	133	292	249	289	150	183	203	178	166	1943
Marilyn A. Dodson, 233 Rosemary St.	98	132	280	234	276	144	171	196	175	157	1863
Shirley H. Nichols, 69 Wildwood Dr.	99	126	273	240	281	147	174	190	172	162	1864
Robert A. Downs, 51 Virginia Rd.	99	129	282	240	271	146	176	195	173	160	1871
Mark J. Levinson, 74 Barrett St.	98	126	274	238	264	143	165	188	165	156	1817
Janet A. Peck, 61 Mayo Ave.	102	132	291	247	291	151	180	201	181	161	1937
Benjamin Gilfix, 7 Russell Rd.	99	127	272	239	257	142	169	189	170	154	1818
Charles W. Wyckoff, 85 Pine St.	101	134	310	266	289	158	179	222	181	169	2009
Robert Y. Larsen, 150 Tudor Rd.	98	135	292	250	283	150	180	224	186	167	1965
Elizabeth Anne Nowell, 15 Brancroft St.	97	129	272	232	273	144	171	190	172	160	1840
Alden Eberly, 10 Lewis St.	106	135	295	259	294	155	175	214	184	171	1988
Henry D Hersey, 45 Washington Ave.	120	140	318	289	321	166	192	220	204	190	2160

REPUBLICAN PARTY

TOWN COMMITTEE (Continued)

	A	B	C	D	E	F	G	H	I	J	Total
Mark Relich, Jr., 60 Parker Rd.	95	128	270	231	257	141	162	189	169	158	1800
Gilbert W. Cox, Jr., 49 Colonial Rd.	120	156	347	301	337	169	212	240	211	194	2287
Robert J. Gilkie, 46 Marked Tree Rd.	103	134	295	264	286	153	183	195	191	166	1970
Arthur E. Harkins, Jr., 67 Parker Rd.	105	144	290	256	287	155	178	214	187	181	1997
Gail J. Elliott, 541 High Rock St.	98	125	289	247	278	144	170	190	168	153	1862
Philip A. Trussell, 841 Webster St.	100	125	279	235	274	146	168	198	176	166	1867
Richard S. Cass, 409 Greendale Ave.	95	124	274	230	268	141	170	200	177	161	1840
Marcia M. Carleton, 132 Elmwood Rd.	102	129	294	243	289	155	177	213	182	166	1950
H. Phillip Garrity, Jr., 11 Colby St.	109	135	298	258	295	163	184	223	194	181	2040
John Antonakes, 89 Washington Ave.	94	122	271	234	268	142	179	198	175	158	1841
Margaret F. Meier, 93 Wildwood Dr.	101	133	275	226	279	140	170	196	169	166	1855
Charles L. Trieble, 24 Mellen St.	94	126	268	226	265	142	168	188	171	153	1801
Richard P. Melick, 100 Windsor Rd.	111	137	317	277	314	170	194	225	200	193	2138
Louise V. Condon, 26 Hazelton Ave.	98	123	273	239	269	143	181	203	185	160	1873
Nathaniel C. Fowler, 69 Eaton Rd.	100	124	279	238	281	144	176	199	171	155	1867
Hrant H. Russian, 39 Alden Rd.	105	128	304	259	280	154	171	208	185	170	1964
Raeburn B. Hathaway, Jr., 48 Dunster Rd.	93	124	282	240	277	142	176	198	180	173	1885
Charles D. Baker, III, 21 Cleveland Rd.	96	126	271	229	281	143	171	194	166	155	1832
E. Loretta Reynolds, 149 Harris Ave.	105	136	299	268	304	162	191	219	194	177	2055
George P. Kelley, 1560 Great Plain Ave.	95	124	282	232	269	143	163	195	163	153	1819
Philip A. Christophe, 1196 Central Ave.	102	133	320	265	295	165	187	212	194	182	2055
Alice L. Morrison, 110 Country Way	106	128	285	251	280	144	178	199	175	168	1914
Other	0	0	0	0	0	0	0	0	0	1	1
Blanks	1455	2285	3889	3874	4264	2130	2227	2938	2994	2806	28,862

The ballots cast in the several precincts were returned to the Town Clerk in the sealed packages. The voting lists used at the entrances to the polling places and at the ballot boxes and copy of the precinct record were also returned, all properly sealed in conformance with the laws governing elections.

Attest:

ROSE O. MACKENZIE
Town Clerk

RECORD OF ANNUAL TOWN ELECTION
April 12, 1976

Pursuant to the Warrant issued by the Selectmen on February 26, 1976, the Inhabitants of the Town of Needham, qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Monday, April 12, 1976, at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and Officer's Return were read by the Wardens of the Precincts, the reading of the articles in the warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective wardens.

The polling places had been designated as follows:

Precinct A—William Carter School
Precinct B—Hillside School
Precinct C—Derwood Newman Junior High School
Precinct D—High Rock School
Precinct E—William Pollard Junior High School
Precinct F—Highland Avenue School
Precinct G—Harris School
Precinct H—Broad Meadow School
Precinct I—William Mitchell School - Kindergarten
Precinct J—William Mitchell School - Gymnasium

The Polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

Cards of instruction and specimen ballots were posted as required by Section 48, Chapter 54, of the General Laws.

ARTICLE 1. To choose by ballot the following Town Officers:

One Moderator for one year;
Two Selectmen for three years;
One Assessor for three years;
Two members of School Committee for three years;
Two Trustees of Memorial Park for three years;
Two Trustees of Needham Public Library for three years;
One member of Board of Health for three years;
One member of Planning Board for five years;
One member of the Needham Housing Authority for five years;
One Commissioner of Trust Funds for three years;
Two members of the Park and Recreation Commission for three years;
One member of the Park and Recreation Commission for one year;
Fourteen Town Meeting Members from Precinct A for three years;
Ten Town Meeting Members from Precinct B for three years;
One Town Meeting Member from Precinct B for two years;
One Town Meeting Member from Precinct B for one year;
Fifteen Town Meeting Members from Precinct C for three years;
One Town Meeting Member from Precinct C for two years;
One Town Meeting Member from Precinct C for one year;
Ten Town Meeting Members from Precinct D for three years;
Two Town Meeting Members from Precinct D for two years;
Two Town Meeting Members from Precinct D for one year;

Seven Town Meeting Members from Precinct E for three years;
One Town Meeting Member from Precinct E for one year;
Six Town Meeting Members from Precinct F for three years;
One Town Meeting Member from Precinct F for one year;
Four Town Meeting Members from Precinct G for three years;
One Town Meeting Member from Precinct G for two years;
Six Town Meeting Members from Precinct H for three years;
Four Town Meeting Members from Precinct I for three years;
Nine Town Meeting Members from Precinct J for three years;
One Town Meeting Member from Precinct J for one year.

ARTICLE 2. To submit the following question upon the official ballot to the voters of the Town:

"Shall this Town approve the Charter amendment adopted by the 1975 Annual Town Meeting, summarized below?"

To provide in addition to the existing rights of petition for the right of registered voters by initiative petition to sponsor or propose a measure before Town Meeting in a manner that will permit submission to the registered voters of the Town for final action when not less than twenty-five (25) per cent of Town Meeting Members vote in the affirmative on the question or measure initially submitted or amended by the petitioners when signed by the proper number of registered voters and timely filed as more specifically provided in the proposed new Section 12A of our Special Home Rule Charter Act (Chapter 403 of the Acts of 1973, as amended). The full text of said Section 12A adopted under Article 20 of the 1975 Annual Town Meeting is attached at the end of this Warrant as Schedule "A".

ARTICLE 3. To submit the following question upon the official ballot to the voters of the Town:

"Shall this Town approve the Charter Amendment adopted by the 1975 Annual Town Meeting summarized below?"

To extend the time for a final vote of Town Meeting to become operative from seven (7) days to twenty (20) days and excluding the days between the first Wednesday in July and the first Wednesday in September in the exercise by registered voters of their right to a referendum petition on Representative Town Meeting action. The full text of said Charter Amendment as voted under Article 21 of the 1975 Annual Town Meeting is attached at the end of this Warrant as Schedule "B".

ARTICLE 4. To submit the following question upon the official ballot to the voters of the Town:

"Shall the town, in addition to the payment of fifty per cent of a premium for contributory group life and health insurance for employees in the service of the town and their dependents, pay a subsidiary or additional rate?"

ARTICLE 5. To submit the following question upon the official ballot to the voters of the Town:

"Shall the town, in addition to the payment of fifty per cent of a premium for contributory group life and health insurance for employees retired from the service of the town, and their dependents, pay a subsidiary or additional rate?"

The ballot box returns in the Precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
7:00 A.M.	1	0	4	0	4	3	0	4	0	1
8:00 A.M.	7	8	38	27	26	30	12	20	6	13
9:00 A.M.	30	42	88	80	48	60	30	50	25	50
10:00 A.M.	39	63	118	121	87	88	54	84	42	73
11:00 A.M.	60	94	160	162	142	113	73	114	74	105
12:00 Noon	78	120	192	207	169	145	93	146	99	140
1:00 P.M.	101	156	218	247	202	180	121	179	124	165
2:00 P.M.	125	188	272	280	252	230	152	222	165	201
3:00 P.M.	150	215	324	322	283	266	192	280	197	229
4:00 P.M.	181	264	382	392	328	311	235	324	225	290
5:00 P.M.	216	323	466	450	390	353	280	390	284	345
6:00 P.M.	269	360	570	557	492	388	369	471	368	437
7:00 P.M.	343	461	674	645	561	440	431	556	434	503
8:00 P.M.	401	529	787	759	682	520	508	641	492	597

(The absentees are included in the total vote)

Total vote cast: 5916 — 33%

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 10:45 P.M., Monday, April 12, 1976.

	A	B	C	D	E	F	G	H	I	J	Total
Total Number of Votes Cast	401	529	787	759	682	520	508	641	492	597	5916
MODERATOR (For One Year) (Vote for not more than One)											
Richard P. Melick	291	408	606	564	530	376	386	484	380	351	4476
Absentee	3	7	6	12	12	7	7	13	8	8	83
Blanks	107	114	175	183	140	137	115	144	104	138	1357
SELECTMEN (For Three Years) (Vote for not more than Two)											
E. Loretta Reynolds	229	295	465	515	455	323	340	427	314	393	3756
Absentee	3	6	5	11	9	4	4	11	6	7	66
Peter W. Carre	156	235	268	258	227	196	227	243	207	228	2245
Absentee	3	3	2	5	7	4	4	7	7	4	46
Francis A. Facchetti	158	188	363	328	353	242	194	278	191	264	2559
Absentee	—	6	5	4	8	5	4	5	1	6	44
James A. Newslow	125	165	214	161	132	123	110	125	136	130	1421
Absentee	—	2	1	6	4	—	—	4	2	2	21
Other	0	0	0	0	0	0	1	0	0	0	1
Blanks	128	158	251	230	169	143	132	182	120	160	1673
ASSESSOR (For Three Years) (Vote for One)											
Andrew M. Carlin	183	299	401	408	377	257	243	329	289	364	3150
Absentee	1	2	5	9	12	3	3	9	5	4	53
June W. Vanelli	167	166	305	250	226	200	218	231	145	176	2084
Absentee	2	5	1	4	2	3	3	5	3	6	34
Other	0	0	0	0	0	0	0	0	1	0	1
Blanks	48	57	75	88	65	57	41	67	49	47	594
SCHOOL COMMITTEE (For Three Years) (Vote for not more than Two)											
Lida Eisenstadt	236	286	462	460	399	281	274	369	253	306	3326
Absentee	1	5	3	5	4	6	3	8	5	4	44
Francis X. Foster	129	178	291	255	251	177	146	213	137	207	1984
Absentee	3	3	3	9	6	3	3	2	0	7	39
Daniel P. Matthews	162	230	289	299	258	243	205	236	209	218	2349
Absentee	1	4	1	6	7	3	2	5	5	2	36
Robert C. Stewart	107	161	225	208	216	126	192	210	205	239	1889

	A	B	C	D	E	F	G	H	I	J	Total
Absentee	1	4	1	5	6	2	3	10	4	6	42
Other	0	0	0	0	0	0	1	0	1	0	2
Blanks	162	187	299	271	217	199	187	229	165	205	2121
TRUSTEES OF MEMORIAL PARK (For Three Years) (Vote for not more than Two)											
Robert W. Chalue	294	377	573	521	498	349	368	462	364	420	4226
Absentee	3	7	4	14	10	5	7	9	6	6	71
Arthur M. Tiernan, Jr.	274	358	535	495	479	388	354	426	345	392	4046
Absentee	2	6	5	12	12	7	6	9	8	10	77
Other	0	0	0	0	0	0	0	0	0	1	1
Blanks	229	310	457	476	365	291	281	376	261	365	3411
TRUSTEES OF PUBLIC LIBRARY (For Three Years) (Vote for not more than Two)											
Mary H Dickert	277	367	560	515	495	375	370	445	361	417	4182
Absentee	3	7	5	12	12	7	6	9	6	9	76
William H. Ganick	277	350	546	498	464	345	355	428	333	387	3983
Absentee	3	6	5	9	13	5	6	9	7	10	73
Other	0	0	0	0	0	0	0	0	1	0	1
Blanks	242	328	458	484	380	308	279	391	276	371	3517
BOARD OF HEALTH (For Three Years) (Vote for not more than One)											
Margaret L. Peirce	290	376	590	510	497	388	384	458	368	420	4281
Absentee	3	7	5	11	13	6	5	12	8	10	80
Blanks	108	146	192	238	172	126	119	171	116	167	1555
PLANNING BOARD (For Five Years) (Vote for not more than One)											
Norman A. Homsy	274	342	539	479	457	346	350	416	340	401	3944
Absentee	3	7	4	9	10	6	6	10	8	9	72
Others	0	0	0	0	0	0	1	0	0	1	2
Blanks	124	180	244	271	215	168	151	215	144	186	1898
NEEDHAM HOUSING AUTHORITY (For Five Years) (Vote for not more than One)											
David R. Donald	275	352	535	493	481	367	349	415	344	394	4005
Absentee	3	7	4	12	10	6	6	12	6	9	75
Others	0	0	0	1	0	0	0	0	0	0	1
Blanks	123	170	248	253	191	147	153	214	142	194	1835

COMMISSIONER OF TRUST FUNDS (For Three Years) (Vote for not more than One)											
L. Clarke Hill	258	341	523	477	458	352	336	408	337	386	3876
Absentee	3	7	4	10	12	6	6	12	7	9	76
Blanks	140	181	260	272	212	162	166	221	148	202	1964
PARK & RECREATION COMMISSION (For Three Years) (Vote for not more than Two)											
Sam Gallello	166	221	245	279	233	248	198	188	171	210	2159
Absentee	2	2	1	10	6	5	1	4	2	3	36
Robert E. Hawes	212	299	526	474	443	309	322	339	293	353	3570
Absentee	3	5	4	9	11	5	4	9	7	6	63
Gary W. Petrini	218	267	411	399	373	250	251	422	274	344	3209
Absentee	1	7	5	6	8	4	4	13	7	9	64
Other	0	0	0	0	0	0	0	0	0	1	1
Blanks	200	257	382	341	290	219	236	307	230	268	2730
PARK & RECREATION COMMISSION (For One Year) (Vote for One)											
Denton G. Nutter, Jr.	265	345	540	503	479	359	338	433	336	399	3997
Absentee	3	5	5	12	11	7	5	12	7	9	76
Other	0	0	0	1	0	0	0	0	0	1	2
Blanks	133	179	242	243	192	154	165	196	149	188	1841
QUESTION NO. 1 — Initiative Petition											
Yes	205	278	427	449	370	292	287	348	268	324	3248
No	95	115	190	158	175	104	113	156	121	143	1370
Blanks	102	136	169	152	137	124	108	137	103	130	1298
QUESTION NO. 2 — 20 Days for Town Meeting Vote to Become Effective											
Yes	204	263	409	422	355	282	284	341	259	303	3122
No	90	114	187	158	186	95	110	159	119	147	1365
Blanks	107	152	191	179	141	143	114	141	114	147	1429
QUESTION NO. 3 — Additional Premium Health Insurance — Employees											
Yes	116	124	114	155	109	146	90	100	96	91	1141
No	238	344	595	532	518	335	368	484	370	457	4241
Blanks	47	61	78	72	55	39	50	57	26	49	534
QUESTION NO. 4 — Additional Premium Health Insurance — Retirees											
Yes	133	147	141	199	134	169	120	129	111	112	1395
No	217	324	567	486	491	303	341	454	352	442	3977
Blanks	51	58	79	74	57	48	47	58	29	43	544

*Not Elected

TOWN MEETING MEMBERS

PRECINCT A (For Three Years) (Vote for Not More Than Fourteen)

Wayne L. Burkett	193	Ira A. Nagel	199
Sidney J. Dockser	210	Doris C. Newman	197
George N. Giunta	224	M. Eileen O'Toole	193
Florence S. Grinspoon	209	Harold B. Sparr	201
Eleanor Henkoff	208	Philip T. Bleakney	216
John D. MacPhail, Jr.	187	Marcia C. Mather	191
Edward J. Mulhern	213	Eugene M. Weiss	200

PRECINCT B (For Three Years) (Vote for Not More Than Ten)

Walter H. Bassett	323	William L. Sweet	305
Edward B. Frederick	300	Stanley R. Tippett	298
Edward B. Ginn	304	Anne R. Brownlow	307
William D. Jones	306	Robert E. Evans	301
Agnes J. McLeod	309	Peter B. Johnson	327

PRECINCT B (For Two Years) (Vote for Not More Than One)

Dawn L. Amundsen 334

PRECINCT B (For One Year) (Vote for Not More Than One)

Edwin B. Cohen 312

PRECINCT C (For Three Years) (Vote for Not More Than Fifteen)

Martin E. Barrett	397	Robert C. Newton	364
Sheldon D. Bycoff	338	Katharine H. Preston	388
Francis C. Cleary, Jr.	377	F. Hartwell Swaffield	361
Jeffrey L. Gardiner	361	Charles W. Wyckoff	412
George P. Kelley	365	*Walter Angoff	308
Leon B. Levitan	371	Stanton H. Davis	365
John F. Milligan	398	Thomas L. Elliott	343
Steven B. Mitchell	332	Albert Maccarone	317

PRECINCT C (For Two Years) (Vote for Not More Than One)

Sally A. Levitan 505

PRECINCT C (For One Year) (Vote for Not More Than One)

Richard W. Davis	384	*Daniel L. Lintz	200

TOWN MEETING MEMBERS (Cont.)

PRECINCT D (For Three Years) (Vote for Not More Than Ten)

Dorothy D. Dwyer	415	Robert W. Page	345
Frank C. Eaton	384	Robert Todd Pratt	318
Robert J. Gilkie	345	Alexander V. Zaleski	335
William H. Gorham	334	*Wanda Kalweit	230
Roger B. Hunt	368	*Jonathan Leavitt	271
Dexter H. Marsh, Jr.	401	*Arthur J. Lewis	282
Mark O'Brien	361		

PRECINCT D (For Two Years) (Vote for Not More Than Two)

Walter A. Wright	398	*Benjamin Gilfix	218
Carol Johnson Boulris	417		

PRECINCT D (For One Year) (Vote for Not More Than Two)

Judith A. Bienkowski	436	Elisabeth Golub	395

PRECINCT E (For Three Years) (Vote for Not More Than Seven)

Daniel Y. S. Chin	369	*Elmer J. Roka	293
David R. Donald	351	Mary S. Hazard	325
Maxwell N. Gordon	302	Frederick A. Reynolds	382
Frederick R. Muir	420	*Richard J. Smith	299
Mary T. Riddell	349		

PRECINCT E (For One Year) (Vote for Not More Than One)

William C. Bauer	267	*Wilbur G. Small	222

PRECINCT F (For Three Years) (Vote for Not More Than Six)

Robert D. Harris	288	James Hugh Powers	299
Elizabeth M. Keil	277	John J. Ryan	296
Evan K. Miller	258	Jerome C. Buckley, Jr.	279
*James A. Newslow	196	*John J. Schlittler	223

PRECINCT F (For One Year) (Vote for Not More Than One)

Susan D. Fleming	248	*Andrew H. Thomas	174

TOWN MEETING MEMBERS (Cont.)

PRECINCT G (For Three Years) (Vote for Not More Than Four)

*Ferdy J. Tagle, Jr.	255
Lewis A. Wheeler	279
Philip M. Wiggin	288
Donald B. Holden	320
June W. Vanelli	299

PRECINCT G (For Two Years) (Vote for Not More Than One)

Susan W. Abbott	373

PRECINCT H (For Three Years) (Vote for Not More Than Six)

John L. Adams	239
Marcia M. Carleton	365
*Robert J. Crowley	212
*James L. Galvin	209
Daniel G. Harrington	247
Gary W. Petrini	343
*Paul R. Sidel	159
John H. Stewart	229
David F. Devine	271
*Gladys F. Gordon	210
*Theodore C. Nixon	211

PRECINCT I (For Three Years) (Vote for Not More Than Four)

Glenn T. Barber	294
Warner B. Hartford	286
Ann M. Schofield	238
*Jeffrey H. Bunce	158
H. Phillip Garrity, Jr.	272
*Irving J. Ryder	19
*Alfred J. Saltzberg	100

PRECINCT J (For Three Years) (Vote for Not More Than Nine)

Elizabeth E. Anderson	326
Andrew M. Carlin	368
John F. Connell	271
Robert A. Downs	260
Frank A. Geraci	244
Philip F. Mulvey, Jr.	288
Constance M. Setian	277
Walter E. Steeves, Jr.	327
*William J. O'Brien	206
*Philip W. Prescott	191
*Edward S. Schwartz	178
Robert J. Vondenbrink	223
*Michael D. Zibel	147

PRECINCT J (For One Year) (Vote for Not More Than One)

Joan W. Swartz	337

ANNUAL TOWN MEETING FOR THE TRANSACTION OF BUSINESS

May 3, 1976

Pursuant to a Warrant issued by the Selectmen February 26, 1976, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Monday, May 3, 1976 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 310 voters, including 234 Town Meeting Members were checked on the list as being present.

Opening ceremonies commemorating the nation's Bicentennial were conducted by the Needham Militia, led by Captain Charles Becker. The colors were presented by Girl Scout Jennifer Susan Bane, Campfire Girl Catherine A. Wilcoxson and Eagle Scouts Mark E. Young and Don L. McIntosh. Those present stood and joined in the singing of the national anthem accompanied by the Needham High School Band led by Mr. Frederick A. Harris, Director of Music. A greeting from the past was presented by a gentleman representing Robert Cook, the first moderator elected in Needham on May 21, 1714. His wish to the town meeting was "Godspeed with your deliberations".

The meeting was then called to order by the Moderator, Richard P. Melick.

Rev. Kevin Crowley, Associate Pastor, St. Joseph's Church, gave the invocation. Following this, the call to the meeting and the officer's return were read by the Town Clerk, the reading of the Articles in the warrant being waived upon motion.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

(1) A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting family with a common goal: the best interests of the community.

(2) Rise to be recognized and address chair; speak your name when recognized so that the Town Clerk can complete her records.

(3) Time limit of debate—

15 min. Committee chairmen, proponents, attorneys representing proponents

10 min. Town Meeting Members, attorneys representing other than proponents

5 min. Non-Town Meeting Members, and visitors other than attorneys.

(4) Your attention is drawn to the disclosure required by one employed as an attorney by another who is interested in a matter, Art. I, sec. 5 of the General By-Laws.

Some changes in affirmative motions as contrasted with articles were noted by the moderator. The moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number is called, and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The Moderator announced that the proponents of Article 19 requested unanimous consent to withdraw the article. No objection being heard it was ruled that the article was unanimously withdrawn.

The Moderator then proceeded to call each article in the warrant by number commencing with Article 6. No Town Meeting Member responded with "question" or "debate" to the following articles:

6, 7, 8, 18, 20, 21, 22, 23 and 38

The Moderator called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that the Town Counsel had filed copies of an affirmative motion for each article with the Town Clerk on April 27, 1976, and that those motions had been available for public scrutiny since that date. It was moved that all affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 6. To hear and act on the reports of Town Officers and Committees.

VOTED: That the reports of Town Officials and Committees be accepted and placed on file.

UNANIMOUS VOTE

ARTICLE 7. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1976, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17;
or take any other action relative thereto.

VOTED: To authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1976, in accordance withe the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

UNANIMOUS VOTE

ARTICLE 8. To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund.

VOTED: That the sum of $4,124.48 received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund, be appropriated for the use of the Public Library.

UNANIMOUS VOTE

ARTICLE 18. To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

Colgate Road — Oak Hill Road Northerly 211 feet
Gatewood Drive — White Pine Road Northerly 885 feet
Springdale Road — Gatewood Drive Easterly 160 feet
Valley Road — 1968 Acceptance to End 345 feet
White Pine Road—Country Way to Gatewood Drive 650 feet

including the taking or acceptance of easements as shown on said plans;
or take any other action relative thereto.

VOTED: That the Town accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

Colgate Road — Oak Hill Road Northerly 211 feet
Gatewood Drive — White Pine Road Northerly 885 feet
Springdale Road — Gatewood Drive Easterly 160 feet
Valley Road — 1968 Acceptance to End 345 feet
White Pine Road — Country Way to Gatewood Drive 650 feet

including the taking or acceptance of easements as shown on said plan.

UNANIMOUS VOTE

ARTICLE 20. To see if the Town will vote to raise and appropriate the sum of $5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;
or take any other action relative thereto.

VOTED: That the Town approprate the sum of $5,000. for expenses (Town Salaries and Wages being included in the budget) for highway reconstruction, alteration of, specific repairs upon, and the construction of all or portions of various Town Ways including sidewalks and curbing thereon, as recommended by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 21. To see if the Town will vote to raise and appropriate the sum of $20,000. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised, whether by a transfer from the Sewer Assessment Reserve Account, or from other available funds, from the current tax levy or by borrowing or by two or more of said means, and how expended;
or take any other action relative thereto.

VOTED: That the Town appropriate the sum of $20,000. for expenses (Town salaries and wages being included in the budget) for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions

of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; said sum to be raised by the transfer of $20,000 from Sewer Assessment Reserve Account and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 22. To see if the Town will vote to raise and appropriate the sum of $16,760. for expenses (Town salaries and Wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

VOTED: That the Town appropriate the sum of $16,760. for expenses (Town salaries and wages being included in the budget) for construction of storm water drains in private ways proposed for acceptance by the Town, and for extending the storm water drainage system through easement on private property, or in public ways as proposed by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 23. To see if the Town will vote to raise and appropriate the sum of $90,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise, and how expended;

or take any other action relative thereto.

VOTED: That the Town appropriate the sum of $90,000. for expenses (Town salaries and wages being included in the budget) for laying and relaying water mains for the development and improvement of the system; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 38. To see if the Town will vote to authorize the Needham VOTER'S GUIDE compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant of April 1977 and April 1978 under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred;

or take any other action relative thereto.

VOTED: That the Town authorize the Needham VOTER'S GUIDE compiled by the League of Women Voters of Needham to be distributed along with the Town Warrant of April 1977 and April 1978 under the direction of the Board of Selectmen; the Town to be reimbursed by the League of Women Voters for the increased cost incurred.

UNANIMOUS VOTE

ARTICLE 9. To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following dates: January 5, 1976; March 1, 1976;

or take any other action relative thereto.

A motion was made by Mr. Donald F. Everett, Chairman of the Personnel Board, that Articles 9, 10, 11 and 12 be discussed together but voted on separately and it was so voted.

Mr. David Eisenstadt spoke on the motion under Article 9 which he referred to as a "housekeeping" article to approve actions taken by the Board since the last Town Meeting. When put to a vote the motion carried.

VOTED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the respective positions involved, said action taken by the Personnel Board occurred on the following dates: January 5, 1976; March 1, 1976.

ARTICLE 10. To see if the Town will vote to amend Section 17, Schedule A of its Consolidated Personnel By-Law as follows:

Change grade of Civil Engineer, Grade IV from S-20 to S-21;

Change title of Plumbing & Gas Inspector to Inspector of Plumbing and Gas;

Change title of Wiring Inspector to Inspector of Wires;

Change Footnote (12) Civil Engineer Grade III to read: (12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works;

Addition of Footnote (13) to Personnel Director to read: "(13) Additional $600 per year when acting as Workmen's Compensation agent";

Delete Coordinator of Traveling meals;

or take any other action relative thereto.

Mr. Eisenstadt also spoke on the motion under Article 10 stating that the changes recommended are as a result of meetings with the various Department Heads and discussion of their written recommendations relative to the upgrading of these positions. When put to a vote the motion carried.

VOTED: To amend Section 17, Schedule A, of the Consolidated Personnel By-Law as follows:

Change grade of Civil Engineer, Grade IV from S-20 to S-21;

Change title of Plumbing & Gas Inspector to Inspector of Plumbing and Gas;

Change title of Wiring Inspector to Inspector of Wires;

Change Footnote (12) Civil Engineer Grade III to read: (12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works;

Addition of Footnote (13) to Personnel Director to read: "(13) Additional $600 per year when acting as Workmen's Compensation agent";

Delete Coordinator of Traveling meals.

ARTICLE 11. To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1976 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Principal Assessor	10,000.
Assessor	10,000.
Selectman, Chairman	1,550.
Selectmen, others	1,250.
Town Clerk	14,940.
Town Treasurer & Tax Collector	17,300.

or take any other action relative thereto.

ARTICLE 12. To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

"Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1976 and the compensation of positions classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Civil Engineer, Grade III, (2) (12)	S-17
Civil Engineer Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works (10)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen (P,T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (5)	F-3
Fire Chief	F-5
Firefighter (6)	F-1
Fire Lieutenant	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Patrolman (3) (4) (8) (9)	P-2
Personnel Director (13)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Additional $60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.

(4) Additional $750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.

(5) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.

(6) Additional $50.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.

(7) Additional $50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.

(8) Additional $25.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

(9) Additional $50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.

(10) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.

(11) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

(12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

(13) Additional $600 per year when acting as Workmen's Compensation agent.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	23,439	24,328	25,220	26,108	27,012
S-33	22,764	23,439	24,328	25,220	26,108
S-32	21,735	22,764	23,439	24,328	25,220
S-31	20,920	21,735	22,764	23,439	24,328
S-30	20,187	20,920	21,735	22,764	24,439
S-29	19,456	20,187	20,920	21,735	22,764
S-28	18,724	19,456	20,187	20,920	21,735
S-27	18,075	18,724	19,456	20,187	20,920
S-26	17,426	18,075	18,724	19,456	20,187
S-25	16,788	17,426	18,075	18,724	19,456
S-24	16,213	16,788	17,426	18,075	18,724
S-23	15,641	16,213	16,788	17,426	18,075
S-22	15,073	15,641	16,213	16,788	17,426
S-21	14,508	15,073	15,641	16,213	16,788
S-20	14,018	14,508	15,073	15,641	16,213
S-19	13,526	14,018	14.508	15,073	15,641
S 18	13,044	13,526	14,018	14,508	15,073
S-17	12,562	13,044	13,526	14,018	14,508
S-16	12,156	12,562	13,044	13,526	14,018
S-15	11,748	12,156	12,562	13,044	13,526

SCHEDULE B-1 (Continued)

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-14	11,340	11,748	12,156	12,562	13,044
S-13	10,933	11,340	11,748	12,156	12,562
S-12	10,525	10,933	11,340	11,748	12,156
S-11	10,117	10,525	10,938	11,340	11,748
S-10	9,795	10,117	10,525	10,938	11,340
S-9	9,468	9,795	10,117	10,525	10,938
S-8	9,145	9,468	9,795	10,117	10,525
S-7	8,821	9,145	9,468	9,795	10,117
S-6	8,497	8,821	9,145	9,468	9,795
S-5	8,170	8,497	8,821	9,145	9,468
S-4	7,922	8,170	8,497	8,821	9,145
S-3	7,683	7,922	8,170	8,497	8,821
S-2	7,442	7,683	7,922	8,170	8,497
S-1	7,198	7,442	7,683	7,922	8,170

SCHEDULE B-2
POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		23,598	24,482	25,364	26,244
P-4		15,939	16,428	17,151	17,803
P-3	13,122	13,572	14,097	14,632	15,167
P-2		11,799	12,241	12,682	13,122
P-1			11,799	12,241	12,682

SCHEDULE B-3
FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5					
F-4					
F-3		See Note Schedule C			
F-2					
F-1					

SCHEDULE B-4
FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2		See Note Schedule C			
FA-1					

SCHEDULE B-5
HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8					
W-7					
W-6		See Note Schedule C			
W-5					
W-4					
W-3					
W-2					
W-1					

SCHEDULE C

RATE FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Animal Inspector (P.T.) (per annum)		
Assistant Beach Supervisor (P.T.) (per week) (1)		
Assistant Recreation Supervisor (P.T.) (per week) (1)		
Associate Director of Council on Aging (P.T.) (30 hrs. wkly.)		
Athletic Official or Referee (P.T.)		
Group A (per session)		
Group B (per session)		
Group C (per session)		
Group D (per session)		
Group E (per session)		
Beach Booth Attendant (P.T.) (per week) (1)		
Beach Lifeguard (P.T.) (per week) (1)		
Beach Supervisor (P.T.) (per week) (1)		
Building Inspector (Substitute) (P.T.) (per diem) (or per inspection)		
Call Firefighters (P.T.) (per annum)		
Canvasser (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Clerk (P.T.) (per hour)		
Committee Secretary (P.T.) (per hour)		
Coordinator of Traveling Meals (P.T.) (per hour)		
Council on Aging Executive Director (P.T.) (per annum)		
Dentist (P.T.) (per diem)		
Director of Civil Defense (per annum)		
Executive Secretary - Selectmen (P.T.) (per annum)		
Library Page (P.T.) (per hour)		
First year		
Second year		
Third year		
Play Leader (P.T.) (per week) (1)		
Plumbing and Gas Inspector (Substitute) (P.T.) (per diem) (or per inspection)		
Police Matron (P.T.) (per hour) (or minimum)		
Recreation Supervisor (P.T.) (per week) (1)		
Registrar of Voters (P.T.) (per annum)		
Sanitarian (Substitute) (P.T.) (per diem)		
Sealer of Weights and Measures (P.T.) (per annum)		
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		
Second year student (per hour)		
Third year student (per hour)		
Fourth year student (per hour)		
Fifth year student (per hour)		
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		
Second year student (per hour)		

SCHEDULE C (Continued)

	Minimum	Maximum
Third year student (per hour)		
Fourth year student (per hour)		
Temporary Janitor (P.T.) (per hour)		
Temporary Laborer (P.T.)		
First year (per hour)		
Second year (per hour)		
Third year (per hour)		
Fourth year (per hour)		
Fifth year (per hour)		
Town Counsel (P.T.) (per annum)		
Traffic Supervisor (P.T.) (per month)		
Veterans' Agent (P.T.) (per annum)		
Wiring Inspector (Substitute) (P.T.) (per diem) (or per inspection)		

(1) Annual step rate increase of $5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year.";

or take any other action relative thereto.

NOTE:
The Personnel Board requires additional time to arrive at firm recommendations for compensation rate changes in some schedules. The appropriate detailed recommended changes to be presented to Town Meeting will be made available as soon as possible prior thereto.

Mr. Donald F. Everett. Chairman of the Personnel Board then spoke on the motions under Articles 11 and 12. Under Article 11 a 4½% salary increase is being recommended for all Assessors, the Town Clerk and the Town Treasurer and Tax Collector and recommended under Article 12 is a 4½% salary and wage increase for fiscal 1977 for full-time and permanent part-time employees under the Board's jurisdiction, covered by Schedules B-1, B-2, B-4 and B-5 and some part-time employees under Schedule C. He also noted that a 4½% increase is recommended for Grade F-5 in Schedule B-3, but since negotiations have not been completed with the Deputy Fire Chiefs and the Firefighters that the rates remain as they are presently. For these grades Mr. Everett also offered the following motion to amend Article 12:

MOVED: That the main motion under Article 12 be amended by correcting certain dollar figures in the several salary schedules as follows:

1. Under Schedule A change footnote (6) to read "$75.00" instead of "$50.00" and footnote (8) to read "$40.00" instead of "$25.00".

2. Under Schedule B-1 the following additional corrections:
   Grade S-33 Minimum Step to read "22,548" instead of "22,764".
   Grade S-32 2nd Step to read "22,548" instead of "22,764".
   Grade S-31 3rd Step to read "22,548" instead of "22,764".
   Grade S-30 4th Step to read "22,548" instead of "22,764" and maximum to read "23,439" instead of "24,439"
   Grade S-29 Maximum to read "22,548" instead of "22,764".
   Grade S-11 3rd Step to read "10,933" instead of "10,938".
   Grade S-10 4th Step to read "10,933" instead of "10,938".
   Grade S-9 Maximum to read "10,933" instead of "10,938".

After a lengthy discussion on the Assessors' salaries and on a proposal by Mr. Benedict Horowitz to reduce the amounts by $5,000. a motion to divide the section dealing with the Assessors' salaries out of the article was offered by Mr. John J. McQuillan. Twenty members rose in support of the motion and when put to a vote it was so voted. Mr. McQuillan then moved that the portion of the article beginning with the words "Principal Assessor and ending with Assessor 10,000." be postponed to a time certain to follow line item 7 "Assessors," of Article 13 and when put to a vote the motion carried unanimously.

The main motion under Article 11 as divided. was then presented and when put to a vote it was unanimously

VOTED: That the Town fix the compensation of the following elected officers of the Town as of July 1. 1976 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) of Section 20 of the Consolidated Personnel By-Law as follows:

Selectman, Chairman	1,550.
Selectmen, others	1,250.
Town Clerk	14,940.
Town Treasurer & Tax Collector	17,300.

Mr. Everett's motion to amend Article 12 was then presented and it was unanimously

VOTED: That the main motion under Article 12 be amended by correcting certain dollar figures in the several salary schedules as follows:

1. Under Schedule A change footnote (6) to read "$75.00" instead of "$50.00" and footnote (8) to read "$40.00" instead of "$25.00".

2. Under Schedule B-1 the following additional corrections:
   Grade S-33 Minimum Step to read "22,548" instead of "22,764".
   Grade S-32 2nd Step to read "22,548" instead of "22,764".
   Grade S-31 3rd Step to read "22,548" instead of "22,764".
   Grade S-30 4th Step to read "22,548" instead of "22,764" and maximum to read "23,439" instead of "24,439".
   Grade S-29 Maximum to read "22,548" instead of "22,764".
   Grade S-11 3rd Step to read "10,933" instead of "10,938".
   Grade S-10 4th Step to read "10,933" instead of "10,938".
   Grade S-9 Maximum to read "10,933" instead of "10,938".

The main motion, as amended, was presented and it was unanimously

*VOTED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

"Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1976 and the compensation of position classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2) (12)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works (10)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendent (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equipment Mechanic	W-6
Equipment Welder	W-6

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Executive Clerk	S-10
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secretary (P.T.)	Schedule C
Fire Captain (5)	F-3
Fire Chief	F-5
Firefighter (6)	F-1
Fire Lieutenant	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Operator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (8) (9)	P-2
Personnel Director (13)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborer (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Additional $60.00 per month whe nassigned to and performing the duties of Administrative Assistant as designated by the Police Chief.

(4) Additional $750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.

(5) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Fire Chief and the Police Chief.

(6) Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.

(7) Additional $50.00 per month when assigned to and performing the dutes of the Mosquito Control Program as designated by the Board of Health.

(8) Additional $40.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

(9) Additional $50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.

(10) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintedent, specified in said act.

(11) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

(12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

(13) Additional $600 per year when acting as Workmen's Compensation agent.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	23,439	24,328	25,220	26,108	27,012
S-33	22,548	23,439	24,328	25,220	26,108
S-32	21,735	22,548	23,439	24,328	25,220
S-31	20,920	21,735	22,548	23,439	24,328
S-30	20,187	20,920	21,735	22,548	23,439
S-29	19,456	20,187	20,920	21,735	22,548
S-28	18,724,	19,456	20,187	20,920	21,735
S-27	18,075	18,724	19,456	20,187	20,920
S-26	17,426	18,075	18,724	19,456	20,187
S-25	16,788	17,426	18,075	18,724	19,456
S-24	16,213	16,788	17,426	18,075	18,724
S-23	15,641	16,213	16,788	17,426	18,075
S-22	15,073	15,641	16,213	16,788	17,426
S-21	14,508	15,073	15,641	16,213	16,788
S-20	14,018	14,508	15,073	16,641	16,213
S-19	13,526	14,018	14,508	15,073	15,641
S-18	13,044	13,526	14,018	14,508	15,073
S-17	12,562	13,044	13,526	14,018	14,508
S-16	12,156	12,562	13,044	13,526	14,018
S-15	11,748	12,156	12,562	13,044	13,526
S-14	11,340	11,748	12,156	12,562	13,044
S-13	10,933	11,340	11,748	12,156	12,562
S-12	10,525	10,933	11,340	11,748	12,156
S-11	10,117	10,525	10,933	11,340	11,748
S-10	9,795	10,117	10,525	10,933	11,340
S-9	9,468	9,795	10,117	10,525	10,933
S-8	9,145	9,468	9,795	10,117	10,525
S-7	8,821	9,145	9,468	9,795	10,117
S-6	8,497	8,821	9,145	9,468	9,795
S-5	8,170	8,497	8,821	9,145	9,468
S-4	7,922	8,170	8,497	8,821	9,145
S-3	7,683	7,922	8,170	8,497	8,821
S-2	7,442	7,683	7,922	8,170	8,497
S-1	7,198	7,442	7,683	7,922	8,170

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		23,598	24,482	25,364	26,244
P-4		15,939	16,428	17,151	17,803
P-3	13,122	13,572	14,097	14,632	15,167
P-2		11,799	12,241	12,682	13,122
P-1			11,799	12,241	12,682

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		23,598	24,482	25,364	26,244
F-4		15,253	15,721	16,412	17,036
F-3				12,938	13,361
F-2		11,641	11,998	12,413	12,838
F-1	10,144	10,493	10,844	11,192	11,541

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	14,018	14,508	15,073	15,641	16,213
FA-1	12,156	12,562	13,044	13,526	14,018

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.65	5.87	6.08	6.30	6.54
W-7	5.48	5.65	5.87	6.08	6.30
W-6	5.26	5.48	5.65	5.87	6.08
W-5	5.05	5.26	5.48	5.65	5.87
W-4	4.88	5.05	5.26	5.48	5.65
W-3	4.69	4.88	5.05	5.26	5.48
W-2	4.55	4.69	4.88	5.05	5.26
W-1	4.39	4.55	4.69	4.88	5.05

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		84.00
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,473.00
Assistant Beach Supervisor (P.T.) (per week) (1)		98.00
Assistant Recreation Supervisor (P.T.) (per week) (1)		98.00
Associate Director of Council on Aging (P.T.) (30 hrs. weekly)		6,800.00

SCHEDULE C (Continued)

	Minimum	Maximum
Athletic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Beach Booth Attendant (P.T.) (per week) (1)		84.00
Beach Lifeguard (P.T.) (per week) (1)		84.00
Beach Supervisor (P.T.) (per week) (1)		123.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Call Firefighter (P.T.) (per annum)		835.00
Canvasser (P.T.) (per hour)		2.40
Clerk (P.T.) (per hour)	2.30	2.50
Committee Secretary (P.T.) (per hour)		3.92
Council on Aging Executive Director (P.T.) (per annum)		8,700.00
Dentist (P.T.) (per diem)		55.00
Director of Civil Defense (per annum)		1,500.00
Executive Secretary - Selectmen (P.T.) (per annum)		7,038.00
Finance Committee Executive Secretary (P.T.) (per annum)		2,851.00
Library Page (P.T.) (per hour)		
First year		2.20
Second year		2.30
Play Leader (P.T.) (per week) (1)		62.00
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Police Matron (P.T.) (per hour)		2.50
(or minimum)		8.00
Recreation Supervisor (P.T.) (per week) (1)		123.00
Registrar of Voters (P.T.) (per annum)		400.00
Sanitarian (substitute) (P.T.) (per diem)		27.00
Sealer of Weights and Measures (P.T.) (per annum)		3,396.00
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		2.55
Second year student (per hour)		2.85
Third year student (per hour)		3.15
Fourth year student (per hour)		3.35
Fifth year student (per hour)		3.45
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		2.54
Second year student (per hour)		2.70
Third year student (per hour)		2.86
Fourth year student (per hour)		3.02
Temporary Janitor (P.T.) (per hour)		2.40
Temporary Laborer (P.T.)		
First year (per hour)		2.20
Second year (per hour)		2.30
Third year (per hour)		2.43
Fourth year (per hour)		2.56
Fifth year (per hour)		2.69
Town Counsel (P.T.) (per annum)		20,142.00
Traffic Supervisor (P.T.) (per month)		256.00
Veteran's Agent (P.T.) (per annum)		6,458.00
Wiring Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00

(1) Annual step rate increase of $5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year, said service need not be continuous.

* (See reconsideration May 10, 1976 for final vote on Article 12.)

ARTICLE 13. To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

Under Article 13 the Moderator stated he would read the various items in the budget and if any Town Meeting Member wished to discuss an item or offer a substitute motion he was to indicate this by calling "question" or "debate". Those items so indicated were: 3, 6, 7, 8, 9, 21. 35, 37, 49, 51, 64, 67, 96, 114, 118, 134, 135, 139, 142, 143, 145, 158, 161, 165, and 169.

The evening recess was called at 9:30 P.M.

The meeting resumed at 9:50 P.M. and Mr. William L. Mather, Vice-Chairman of the Finance Committee, opened the budget discussion and presented the views of the Committee regarding the financial picture of the town.

Under line item #6, Mr. Gerald Browne moved that the amount of $67,208. be reduced to $52,208., but when this motion was put to a vote it failed to pass.

Discussion under line item #7 followed and a motion to amend to increase the amount of $8,750. to $23,750. was presented by Mr. David Devine, Chairman of the Finance Committee. Mr. Herbert L. Dodge, Chairman of the Board of Assessors, noted that the $15,000. increase in expenses is for up-dating the records of local assessments. A lengthy discussion followed relative to the proposed increase which the Assessors maintained was needed to comply with the court-ordered one hundred percent valuation of property.

Mr. Vincent Nuccio presented a motion to amend the figure of $8,750. to $17,500., but when put to a vote the motion failed to pass.

The following tellers were then sworn in by the Moderator: Mr. George D. Krech, Mr. Leon B. Levitan, Mr. Raeburn B. Hathaway, Jr., Mrs. Jean W. Hutchinson, Mrs. Mary Ann Carovillano and Mr. Raymond F. Bosworth.

Mr. Devine's motion was then presented and it was

VOTED: That under Line item #7 the amount be increased from $8,750. to $23,750. to be raised as follows: $3,000. by transfer of the unexpended balance of Article #11, Annual Town Meeting March 1972 and the balance of $20,750. from the current tax levy.

YES 106 — NO 98

Next discussed was that portion of Article 11 dealing with Assessors' salaries which was postponed to a time certain, that time being after Line item #7 was voted on. The motion was presented and it was

VOTED: That the Town fix the compensation of the

Principal Assessor	10,000.
Assessor	10,000.

At 11:25 P.M., Mr. Richard M. Salamone moved that this meeting stand adjourned to Wednesday, May 5, 1976 at 7:30 P.M. at the Newman Junior High School and it was so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 5, 1976

Pursuant to adjournment of the Annual Town Meeting held May 3, 1976 the inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Junior High School on Wadnesday, May 5, 1976 at 7:30 p.m.

Check lists were used and 291 voters were checked on the list which included 223 Town Meeting Members.

Rabbi Rievan W. Slavkin, Temple Beth Shalom, gave the invocation.

Those Town Meeting Members who were not present May 3rd were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Peter W. Carre presented the following motion which passed:

VOTED: That no speaker at this Town Meetng shall make a presentation of his views on a motion and move the previous question immediately upon making such speech.

Discussion of line items in the budget resumed.

A motion to amend was offered by Mr. Mark E Longley that Line Item #139 be increased to a new amount of $860,358.95 to compensate a 9.1% cost of living increase for retirees. An extended discussion followed, but when put to a vote the motion failed to carry.

MOVED: That line item 139 entitled Contributory Retirement under Pensions be increased to the sum of $860,358.95 to compensate the 9.1% cost of living increase as determined by the United States Consumer Price Index and authorized by Mass. G.L. Chapter 32, Sec. 102, as most recently amended by Chapter 684, Sec. 25A, of the Acts of 1975.

Mr. David Donald moved that Line Item #169 be increased from $80,000. to $115,000. He proposed that the $35,000. requested under Article 27 to resurface the driveways and parking lot at Newman Junior High School should be included in this line item rather than under a separate article. When the motion was presented it failed to pass.

MOVED: That line item 169 entitled Capital Outlay - Renovation of Physical Properties be increased to the sum of $115,000.

Before final action was taken on the amendments to the budget article, Mr. Edward L. Davis MOVED: To amend line item #139 to change the figure of $829,848. to $860,358.95, but when put to a vote the motion failed to carry.

The following amendments to the budget article, presented by the Finance Committee, were voted in the affirmative:

VOTED: Line 8 increased from $180. to $272.

Line 49 — the budget figure of $1,300,609. be raised as follows: by transfer of $220,000 from Federal Revenue Sharing Funds, P.L. 95-512 and the balance of $1,080,609. from the current tax levy.

Line 64 — That the budget figure of $992,530. be raised as follows: by transfer of $8,000. from Off-Street Parking Meter Fund, $180,000. by transfer from Federal Revenue Sharing Funds, P.L. 95-512, and the balance of $804,530. from the current tax levy

Line 118 — That the budget figure of $253,220. be raised as follows: by transfer of $4,124.48 from the Town's share of the unexpended balance of the Dog Fund; $1,510.63 from the Barr and Greenwood Trust Funds; $11,155.50 from the State Library Assistance and the balance of $236,429.39 from the current tax levy.

Line 134 — That the budget figure of $805,000. be raised as follows: by transfer of $75,000. from the Ridge Hill Reservation Purchase Reimbursement Fund and the balance of $730,000. from the current tax levy.

Line 135 — That the budget figure of $121,906. be raised as follows: by transfer of $8,500. from the Ridge Hill Reservation Purchase Reimbursement Fund and the balance of $113,406. from the current tax levy.

Line 139 — That this item be increased by $29,848. to $829,848.

Line 142 — That this item be increased from $136,097. to $140,407.

Line 143 — That the budget figure of $225,000. be raised by transfer from overlay surplus reserve.

Line 145 — That the budget figure of $354,275. be raised as follows: by transfer of $39,275. from Blue Cross and Blue Shield Escrow Dividend Fund, the balance of $315,000. from the current tax levy.

Line 158 — That the budget figure of $458,060. be raised as follows: by transfer of $490.07 from the Dwight School Fund and the balance of $457,569.93 from the current tax levy.

The main motion under Article 13 with the various amendments thereto was presented and it was

VOTED: That the following sums of money be authorized and appropriated for the several specific purposes hereinafter designated, together with authority to credit the purchase price of new equipment with the value of old equipment turned in, said sums of money to be expended only for such purposes under the direction of the respective Boards, Committees or Officers of the Town for the fiscal year beginning July 1, 1976 as follows:

GENERAL GOVERNMENT

Accounting:		
1.	Salaries	$ 60,145
2.	Expenses	5,900
3.	Travel Out of State	500
Data Processing:		
4.	Salaries	49,516
5.	Expenses	35,288
Assessors:		
6.	Salaries	67,208
7.	Expenses	23,750
	To be raised by transfer of $3,000., the unexpended balance of Article 11, A.T.M. March 1972 and the balance of $20,750. from the current tax levy.	
8.	Capital Outlay	272
9.	Travel Out of State	500

Board of Appeals:

10.	Salaries	1,692
11.	Expenses	1,400

Council on Aging:

12.	Salaries	15,500
13.	Expenses	3,876

Finance Committee:

14.	Salaries	2,851
15.	Expenses	400

Legal:

16.	Salaries	20,142
17.	Expenses	13,118
18.	Damages	0

Planning Board:

19.	Salaries	27,471
20.	Expenses	2,600
21.	Technical Assistance	1,800
22.	Travel Out of State	200
23.	Capital Outlay	130

Ragistrars:

24.	Salaries	12,095
25.	Expenses	14,780
26.	Tellers and Canvassers	16,150
27.	Capital Outlay	0

Personnel Board:

28.	Salaries	22,056
29.	Expenses	3,450

Selectmen:

30.	Salaries	26,163
31.	Expenses	2,250
32.	Town Meetings	6,818

Telephone - Town Hall:

33.	Salaries	10,536
34.	Expenses	26,700

Town Hall and Grounds:

35.	Salaries	30,392
36.	Expenses	16,780
37.	Capital Outlay	3,920

Town Clerk:

38.	Salaries	35,342
39.	Expenses	2,950
40.	Travel Out of State	100

Treasurer and Tax Collector:

41.	Salaries	47,513
42.	Expenses	15,600

Youth Commission:

43.	Salaries	55,742
44.	Expenses	8,530
45.	Capital Outlay	450

PROTECTION OF PERSONS AND PROPERTY

Civil Defense:		
46.	Salaries	1,500
47.	Expenses	10,928
48.	Capital Outlay	0
Fire Department:		
49.	Salaries	1,300,609
	To be raised by transfer of $220,000. from Federal Revenue Sharing Funds, P.L. 95-512 and the balance of $1,080,609. from the current tax levy.	
50.	Building Maintenance	19,950
51.	Capital Outlay	5,000
52.	Equipment and Supplies	16,750
53.	Service Expenses	5,250
54.	Travel Out of State	400
55.	Equipment Maintenance	10,650
Fire Alarm:		
56.	Salaries	30,160
57.	Expenses	12,700
58.	Equipment Maintenance	3,200
Building:		
59.	Salaries	60,286
60.	Expenses	1,100
61.	Capital Outlay	0
Sealer of Weights and Measures:		
62.	Salaries	3,396
63.	Expenses	1,150
Police:		
64.	Salaries	992,530
	To be raised by transfer of $8,000. from Off-Street Parking Meter Fund, $180,000. by transfer from Federal Revenue Sharing Funds, P.L. 95-512, and the balance of $804,530. from the current tax levy.	
65.	Auto Maintenance	37,000
66.	Building Maintenance	12,000
67.	Capital Outlay	57,000
68.	Communications	7,000
69.	Operating Expenses	11,700
70.	Signal System	1,000
71.	Travel Out of State	500
72.	Uniforms	13,000
73.	Crime Check Committee	500

HEALTH SERVICES

Board of Health:		
74.	Salaries	84,040
75.	Expenses	7,125
76.	Capital Outlay	3,800
77.	Garbage Removal	60,000
78.	Hospitalization	500
79.	Mental Health - Norfolk County	15,652

80.	Mosquito Control	2,500
81.	Travel Out of State	300
82.	Mentally Retarded	7,800
Dental Health:		
83.	Salaries	9,109
84.	Expenses	4,500

PUBLIC WORKS

Administration:		
85.	Salaries	76,824
86.	Expenses	3,655
87.	Travel Out of State	1,000
Engineering:		
88.	Salaries	156,006
89.	Expenses	5,400
Forestry:		
90.	Salaries	90,200
91.	Expenses	15,400
Garage and Equipment:		
92.	Salaries	81,776
93.	Expenses	62,550
Highway:		
94.	Salaries	325,143
95.	Salaries - Parking Meter Fund	7,350
96.	Expenses	107,350
97.	Highway Repairs	6,000
98.	Equipment Replacement	84,000
Snow and Emergency:		
99.	Overtime Salaries	50,000
100.	Expenses	60,000
Sewer:		
101.	Salaries	294,362
102.	Expenses	39,150
103.	House Connections	14,000
Water:		
104.	Salaries	242,459
105.	Expenses	131,700
106.	Main Extensions and Services	40,000
Grounds:		
107.	Salaries	112,770
108.	Expenses	54,350
109.	Capital Outlay	33,000

HOSPITAL

Glover Hospital:		
110.	Salaries	3,171,090
111.	Expenses	1,446,149
112.	Capital Outlay	127,123
113.	Travel Out of State	3,000
114.	X-Ray	0

VETERANS' SERVICES

Veterans' Services:

115.	Salaries	16,253
116.	Expenses and Transportation	500
117.	Benefits	75,000

LIBRARIES

Public Library:

118.	Salaries	253,220
	To be raised by transfer of $4,124.48 from the Town's share of the unexpended balance of the Dog Fund; $1,510.63 from the Barr and Greenwood Trust Funds; $11,155.50 from the State Library Assistance and the balance of $236,429.39 from the current tax levy.	
119.	Bindings	1,500
120.	Books and Periodicals	62,000
121.	Building Maintenance	30,090
122.	Expenses and Supplies	17,584
123.	Capital Outlay	0
124.	Branch Rent	3,300
125.	Travel Out of State	0

PARKS AND RECREATION

Memorial Park:

126.	Expenses	500
127.	Capital Outlay	0

Conservation:

128.	Salaries	500
129.	Expenses	1,000

Parks and Recreation:

130.	Salaries	143,778
131.	Expenses	47,262
132.	Capital Outlay	4,450
133.	Engineering Services	2,000

DEBT AND INTEREST

134.	Maturing Bonds and Notes	805,000
	To be raised by transfer of $75,000. from the Ridge Hill Reservation Purchase Reimbursement Fund and the balance of $730,000. from the current tax levy.	
135.	Bond and Note Interest	121,906
	To be raised by transfer of $8,500. from the Ridge Hill Reservation Purchase Reimbursement Fund and the balance of $113,406. from the current tax levy.	
136.	Temporary Loan Interest	5,000
137.	Fiscal Cycle Loan - Principal - Schools	310,000
138.	Fiscal Cycle Loan - Interest - Schools	16,895

PENSIONS

Contributory Retirement:

139.	Contributions	829,848
140.	Expenses	3,500

Pensions and Annuities:

141.	Haddock and McLeod	3,600
142.	Chapter 32 Retirements	140,407

UNCLASSIFIED

Finance Committee:

143.	Reserve Fund	225,000
	To be raised by transfer from Overlay Surplus Reserve.	

Selectmen - Miscellaneous:

144.	Insurance	118,000
145.	Accident & Health & Group Life Insurance	354,275
	To be raised by transfer of $39,275. from Blue Cross and Blue Shield Escrow Dividend Fund, and the balance of $315,000. from the current tax levy.	
146.	Workmen's Compensation Self Insurance Fund and Premium Account	92,000
147.	Property and Casualty Self Insurance	1,887
148.	Uniformed Services Medical Payments	7,000
149.	Advertising	0
150.	Care of Soldiers' Graves	800
151.	Memorial Day	1,000
152.	Town Report	5,000
153.	Governmental Review Committee	0
154.	Street Lighting	120,000
155.	Maintenance of Stephen Palmer Building	5,000

SCHOOLS

156.	Salaries	9,448,891
157.	Administration	26,800
158.	Instruction	458,060
	To be raised by transfer of $490.07 from the Dwight School Fund and the balance of $457,569.93 from the current tax levy.	
159.	Other School Services	61,829
160.	Cafeteria Assistance	45,000
161.	Pupil Transportation	217,685
162.	Operation and Maintenance of Plant	731,110
163.	Community Services	45,000
164.	Fixed Asset Acquisitions	44,650
165.	Tuitions, Other Districts	175,000
166.	Out of State Travel	8,000
167.	Summer School	23,500
168.	Adult Evening Education	29,000
169.	Capital Outlay - Renovation of Physical Properties	80,000

ARTICLE 14. To see if the Town will vote to amend Article XV of the General By-Laws by deleting Article XV in its entirety and substituting therefor the following new Article XV:

"ARTICLE XV

Data Processing Center

Section 1. Policy. In order to provide for the maximum utilization of data processing systems and services for the officers and departments of the Town of Needham, it is hereby declared to be the policy of the Town of Needham that, insofar as such may be accomplished without conflicting with the powers and duties reposed in said offices and departments and, insofar as practical, all data processing systems and services shall be centralized and shall be placed in the Data Processing Center and under the control of the Data Processing Coordinator of said Data Processing Center, **the Advisory Board and the Executive Committee as herein constituted.**

Section 2. Separate Department. There is hereby created a department of the Town government to be known as the 'Data Processing Center' and shall be under the supervision and control of a Coordinator **subject to review and approval by an Advisory Board in planning and procurement and subject to review and approval by an Executive Committee in the scheduling and use of the Data Processing Center services** as provided in other sections of this Article.

Section 3. **(A) Advisory Board.** Said Board shall be composed of five (5) members. Three (3) shall be appointed by the Board of Selectmen from within the Town and who shall not be full time municipal employees. The Town Treasurer and the Town Comptroller shall be members of said Board by virtue of the positions held by them. When available two of said three members appointed by the Board of Selectmen should possess some technical knowledge and experience in the field of data processing systems and services. Except for the initial appointments, and the Town Treasurer and the Town Comptroller, the members of said Board shall serve for three year terms. The initial appointments made by the Board of Selectmen shall be staggered for one, two and three year terms. In the event of a vacancy occurring in the membership other than by the expiration of the term of a member, the Board of Selectmen shall within (30) days after the vacancy occurs appoint a successor to serve for the balance of the unexpired term.

(B) Executive Committee. There shall be an Executive Committee composed of three (3) members selected by virtue of the positions held and duties assigned to them in the Town government service consisting of Town Counsel, Finance Committee Executive Secretary and Personnel Director.

Section 4, Meetings and Quorum. Meetings of the Advisory Board and the Executive Committee are to be held jointly and severally no less frequently than quarterly or at least four times each calendar year but the Chairman or a majority of each tribunal may call a meeting at any and all reasonable times. A joint meeting of both tribunals are to be held no less frequent than once in each calendar year but either Chairman with the approval of the Data Processing Center Coordinator may call a joint meeting at any and all reasonable times. At all meetings of each tribunal, a majority of the members shall constitute a quorum. At a joint meeting, a majority of the members of each tribunal shall constitute a quorum.

Section 5. Officers. The members of said Board shall annually within thirty (30) days after the annual appointments are made by the Board of Selectmen elect from its membership a Chairman, Vice-Chairman and Secretary, who shall serve as such during the ensuing year and until a successor is duly elected and qualified. **The members of said Committee within thirty (30) days of the within authorization and annually thereafter shall elect from its membership a Chairman,**

Vice-Chairman and Secretary, who shall serve as such during the ensuing year and until a successor is duly elected and qualified.

Section 6. Powers of the Board. The powers conferred upon the Board by this By-Law shall be exercised by vote or resolution adopted by a majority of its members. Each such action shall be recorded in minutes of meetings for such purpose and shall be attested by the signature of the Chairman or Vice-Chairman, and by the signature of the Secretary. **Said Board shall exercise such powers and duties as are related to establishing equipment needs, selection and procurement of data processing equipment and rendering technical aid and assistance to the Coordinator.**

** **Section 7. Powers of the Committee. The powers conferred upon the Committee by this By-Law shall be exercised by vote or resolution adopted by a majority of its members. Each such action shall be recorded in minutes of meetings for such purpose and shall be attested by the signature of the Chairman or Vice-Chairman, and by the signature of the Secretary. Said Committee shall exercise such powers and duties as are related to the administrative functions of the Data Processing Center, the scheduling of services available to be rendered each office or department of the Town and related aid and assistance to the Coordinator.**

*—The **Bold Face type** portion is new or has been changed.

**—New Section 7 added and Sec. 9(1) deleted and other numbered sections and paragraphs changed accordingly.

Section 8. Data Processing Center Coordinator. The Board **with the approval of the Committee** shall appoint a Coordinator of the Data Processing Center who shall be the Chief Administrative officer. Said Coordinator shall not be appointed or removed except in accordance with the Consolidated Personnel By-Law of the Town of Needham.

Section 9. On and after the effective date of this Article, and in addition to any preexisting authority conferred by the Town, the Coordinator with the approval of the Advisory Board **and the Executive Committee** shall have the following powers and duties:

** (1) The Coordinator shall develop and design systems for the maximum utilization of data processing equipment in order to provide the Town with those data processing systems whch best suit the needs of the Town for data processing services as are economically feasible and practical.

(2) The Coordinator shall approve all present and future applications to be made of the data processing equipment and systems in the several offices and departments under the budgetary jurisdiction of the Town.

(3) All offices and departments under the budgetary jurisdiction of the Town shall cooperate to the fullest extent with said Coordinator provided, however, that no such office or department shall be required to do anything in this connection which would conflict or be inconsistent with lawful, proper or necessary conduct of its duties as provided by any federal, state or local law, by-law, rule or regulation.

(4) Each office or department of the Town utilizing any service provided by the data processing equipment covered by this Article shall have such control over the data supplied to and received from such equipment as such office or department finds is necessary to conduct its own affairs.

(5) Security of data, issuance of reports, extracts from data files, forms control, operations, commitments, costs of services when appropriate or necessary, training and user approvals as they

relate to the Data Processing Center shall be considered appropriate subjects to be covered by rules and regulations to be promulgated by **the Executitve Committee** and the Coordinator with the assistance of the Advisory Board as herein authorized.

Section 10. Although municipal records are generally of a public nature, it is recognized that certain data to be processed through the Data Processing Center is of a classified or confidential nature. The Department head or any board, commission or other official tribunal having control of such classified or confidential data shall notify the Data Processing Coordinator in writing of the classified or confidential nature of the data, who shall thereafter take the necessary steps to protect such classified or confidential data.

It shall be a misdemeanor for any person to disclose or make known in any manner the contents or nature of any data while in the custody of the Data Processing Center for processing, or any data originated by the Data Processing Center, without the express consent of the Data Processing Coordinator or his duly authorized representative, without the express consent of the head of the department, board, commission or other official tribunal supplying the basic information; or tamper with, change, alter or destroy any data while in the custody of the Data Processing Center except in accordance with approved programs for processing the data. Whoever violates any provision of this section shall be subject to the penalty specified in Article IV, Section 14, of the within By-Laws.";

or take any other action relative thereto.

Mr. Glenn T. Barber spoke on the motion to create a data processing center executive committee to set priorities for the center's use.

A motion was offered by Mrs. E. Loretta Reynolds to refer the matter to the Board of Selectmen for study.

Mr. John Hatch speaking for the Finance Committee and Mr. Donald F. Everett for the Personnel Board indicated their committees' endorsement of the main motion.

Mrs. Reynolds contended that the three member executive committee would be responsible to Town Meeting, a legislative body, rather than the selectmen, an elected body, and since Town Meeting is held once a year the time involved to solve differences would be too long.

Following an extended discussion, Mr. John Milligan moved the previous question as to both motions on the floor, and it was so voted.

At this point Mr. William S. Marsh and Mrs. Agnes M. Bassett were sworn in as tellers to replace Mr. Hathaway and Mrs. Hutchinson who were absent this evening.

Mrs. Reynolds' motion was presented and it was

**VOTED: To refer the substance of Article 14 to the Board of Selectmen for further study.

YES 110 — NO 89

(**See reconsideration May 10, 1976 for final vote on Article 14.)

ARTICLE 15. To see if the Town will amend Section 13 of Article III of the General By-Laws by deleting Section 13 in its entirety and substituting the following new Section:

> "Section 13. Whoever, being the owner, tenant, occupant or agent in charge of an estate, shall place any snow or ice on a sidewalk on which such abuts, or suffers it to remain thereon for more than five hours between sunrise and sunset, shall forfeit not more than ten dollars for each offense. If snow or ice, through weather conditions, is evenly spread over a sidewalk and frozen thereto so as to be difficult of removal, it may remain until it can be more easily removed if the sidewalk be kept in safe condition by sanding or otherwise.";

or take any other action relative thereto.

Mr. John Cogswell offered an amendment to strike the word "or" in the third line and insert in place thereof the word "and" and to strike the second sentence "If snow or ice . . . or otherwise.", but when put to a vote the motion failed to carry.

The main motion was presented and it failed to pass.

MOVED: That the Town amend Section 13 of Article III of the General ByLaws by deleting Section 13 in its entirety and substituting the following new Section:

> "Section 13. Whoever, being the owner, tenant, occupant or agent in charge of an estate, shall place any snow or ice on a sidewalk on which such abuts, or suffers it to remain thereon for more than five hours between sunrise and sunset, shall forfeit not more than ten dollars for each offense. If snow or ice, through weather conditions, is evenly spread over a sidewalk and frozen thereto so as to be difficult of removal, it may remain until it can be more easily removed if the sidewalk be kept in safe condition by sanding or otherwise."

At 10:50 P.M. Mr. James Colman moved that the meeting stand adjourned to Monday, May 10, 1976 at 7:30 P.M. at the Newman Junior High School and it was so voted by a count of hands: YES 116 — NO 80.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
May 10, 1976

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 5, 1976 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Monday, May 10, 1976 at 7:30 p.m.

Check lists were used and 318 voters were checked on the list which included 244 Town Meeting Members.

Rev. Robert P. Deeley, Assistant Pastor, St. Bartholomew Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. Donald F. Everett, Chairman of the Personnel Board, offered a motion that Article 12 be reconsidered stating that the Personnel Board has successfully completed negotiations with the Deputy Fire Chiefs for Fiscal Year 1977 and Firefighters, Local 1706, Unit A, for Fiscal Year 1976. When put to a vote the motion for reconsideration carried.

Mr. Everett's motion to amend was presented and it was

VOTED: That the main motion under Article 12 be amended by deleting the salary figures in their entirety under Schedule B-3 of Section 17 of the Town's Consolidated Personnel By-Law for Grades F-4, F-3, F-2 and F-1 and by substituting therefor the following new salary figures:

"F-4		15,939	16,428	17,151	17,803
F-3				14,644	15,101
F-2		12,514	12,898	13,344	13,801
F-1	10,905	11,280	11,657	12,031	12,407"

The foregoing salary figures for Grades F-3, F-2 and F-1 shall be retroactive beginning with July 1, 1975.

Also amend Schedule A as follows:

1. By deleting from footnote (5) the words "the Fire Chief and" and by adding a new footnote (14) to read as follows:

   "(14) Additional $300 per year when certified and acting as Emergency Medical Technician."

2. By delting footnote identification "(5)" opposite the position "Fire Captain."
3. By adding footnote identification "(14)" to the positions of "Deputy Fire Chief", "Fire Captain", "Firefighter", "Fire Lieutenant", "Police Sergeant", "Police Lieutenant", and "Patrolman".

The main motion, as amended, was then presented and it was

VOTED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof and by substituting therefor the following:

"Except as otherwise required by State Law, the classes of positions in the paid appointive service by the Town other than those in the service

of the School Department and Glover Memorial Hospital and the standard rates of compensation thereof effective July 1, 1976 and the compensation of positions classified by the Director of Civil Service effective July 1, 1976 shall be as follows:

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

Class Title	Grade or Schedule
Activity Director	Schedule C
Activity Instructor or Supervisor (P.T.)	Schedule C
Administrative Clerk	S-8
Animal Inspector (P.T.)	Schedule C
Assistant Beach Supervisor (P.T.)	Schedule C
Assistant Cataloger	S-8
Assistant Children's Librarian	S-8
Assistant Data Processing Supervisor	S-14
Assistant Librarian	S-18
Assistant Recreation Supervisor (P.T.)	Schedule C
Assistant Superintendent (Fire Alarm)	FA-2
Assistant Town Clerk	S-10
Assistant Town Comptroller	S-19
Assistant Town Engineer	S-23
Associate Director of Council on Aging	Schedule C
Athletic Official or Referee (P.T.)	Schedule C
Beach Booth Attendant (P.T.)	Schedule C
Beach Lifeguard (P.T.)	Schedule C
Beach Supervisor (P.T.)	Schedule C
Branch Librarian	S-10
Building Inspector (Substitute) (P.T.)	Schedule C
Call Firefighter (P.T.)	Schedule C
Canvasser (P.T.)	Schedule C
Caseworker	S-20
Cataloger	S-15
Children's Librarian	S-15
Circulation Supervisor	S-11
Civil Engineer, Grade I	S-10
Civil Engineer, Grade II	S-14
Civil Engineer, Grade III, (2) (12)	S-17
Civil Engineer, Grade IV	S-21
Clerk	S-1
Clerk (P.T.)	Schedule C
Committee Secretary (P.T.)	Schedule C
Council on Aging Executive Director (P.T.)	Schedule C
Custodial Worker	S-5
Data Processing Coordinator	S-19
Dental Hygienist	S-7
Dentist (P.T.)	Schedule C
Deputy Fire Chief (14)	F-4
Director of Civil Defense (P.T.)	Schedule C
Director of Parks and Recreation	S-24
Director of Public Works (10)	S-34
Division Superintendent (Forestry) (1)	S-20
Division Superintendeni (Highway) (1)	S-25
Division Superintendent (Sewer) (1)	S-25

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Division Superintendent (Water) (1)	S-25
Dog Officer	S-10
Employment Counselor	S-15
Equpment Mechanic	W-6
Equipment Welder	W-6
Executive Clerk	S-10
Executive Secretary, Selectmen (P.T.)	Schedule C
Finance Committee Executive Secrtary (P.T.)	Schedule C
Fire Captain (14)	F-3
Fire Chief	F-5
Firefighter (6) (14)	F-1
Fire Lieutenant (14)	F-2
Foreman	W-8
Garage and Equipment Supervisor	S-20
Garage Mechanic	W-4
General Foreman - Highway, Sewer, Water Divisions	S-20
Heavy Motor Equipment Opperator	W-4
Inspector of Buildings	S-23
Inspector of Plumbing	S-18
Inspector of Wires	S-18
Junior Building Custodian	S-7
Key Punch Operator	S-6
Key Punch Operator, Junior	S-4
Key Punch Operator, Senior	S-9
Laborer	W-1
Laborer - Senior	W-2
Librarian	S-23
Library Assistant I	S-1
Library Assistant II	S-5
Library Page (P.T.)	Schedule C
Lineman	FA-1
Maintenance Man	W-3
Master Mechanic	W-8
Memorial Park Supervisor	S-17
Meter Repairman	W-4
Motor Equipment Operator	W-2
Nutritionist	S-13
Park Maintenance Man	W-1
Park Maintenance Supervisor (P.T.)	Schedule C
Patrolman (3) (4) (8) (9) (14)	P-2
Personnel Director (13)	S-25
Planning Director	S-25
Playground Leader (P.T.)	Schedule C
Playground Supervisor (P.T.)	Schedule C
Play Leader (P.T.)	Schedule C
Plumbing and Gas Inspector (Substitute) (P.T.)	Schedule C
Police Chief	P-5
Police Lieutenant (14)	P-4
Police Maintenance Man	S-11
Police Matron (P.T.)	Schedule C
Police Sergeant (4) (5) (8) (9) (11) (14)	P-3
Principal Clerk	S-6
Provisional Appointee (Police Dept.)	P-1
Public Health Nurse	S-13

SCHEDULE A (Continued)

Class Title	Grade or Schedule
Public Works Craftsman	W-4
Public Works Dispatcher	S-17
Public Works Inspector	S-14
Public Works Specialist	W-5
Pumping Station Operator	W-4
Recreation Parks Supervisor (Maint.)	S-15
Recreation Supervisor	Schedule C
Reference Librarian	S-15
Reference Supervisor	S-16
Registrar of Voters (P.T.)	Schedule C
Sanitarian	S-19
Sanitarian (Substitute) (P.T.)	Schedule C
Sealer of Weights and Measures (P.T.)	Schedule C
Senior Building Custodian	S-11
Senior Clerk	S-4
Shovel Operator	W-6
Storekeeper	W-2
Student Draftsman and Rodman (P.T.)	Schedule C
Student Trainee, Forestry Division (P.T.)	Schedule C
Switchboard Operator	S-3
Temporary Janitor (P.T.)	Schedule C
Temporary Laborar (P.T.)	Schedule C
Town Comptroller	S-24
Town Counsel (P.T.)	Schedule C
Town Engineer (1)	S-27
Traffic Supervisor (P.T.)	Schedule C
Tree Climber	W-4
Veterans' Agent (P.T.)	Schedule C
Water Meter Reader	W-3
Wiring Inspector (Substitute) (P.T.)	Schedule C
Women's and Girls' Recreation Supervisor	S-6
Working Foreman	W-6
Young Adults' Librarian	S-15
Youth Co-ordinator	S-24

SCHEDULE A FOOTNOTES

(1) Additional $100.00 per month when assigned to and performing the duties of Assistant Director of Public Works.

(2) Additional $45.00 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.

(3) Additional $60.00 per month when assigned to and performing the duties of Administrative Assistant as designated by the Police Chief.

(4) Additional $750.00 per year when assigned to and performing the duties of Detective as designated by the Police Chief.

(5) Additional $40.00 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.

(6) Additional $75.00 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.

(7) Additional $50.00 per month when assigned to and performing the duties of the Mosquito Control Program as designated by the Board of Health.

(8) Additional $40.00 per month when assigned permanently to the night shifts as designated by the Police Chief.

(9) Additional $50.00 per month when assigned to and performing the duties of a Specialist-Youth Officer as designated by the Police Chief.

(10) Said Director shall be the Superintedent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c. 403), and shall be appointed in the manner, and shall exercise the powers and duties of such Superintendent, specified in said act.

(11) Additional $750.00 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.

(12) Additional $150.00 per month when assigned to and performing the duties of Grounds Division Superintendent as designated by the Director of Public Works.

(13) Additional $600.00 per year when acting as Workmen's Compensation agent.

(14) Additional $300.00 per year when certified and acting as Emergency Medical Technician.

SCHEDULE B-1

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-34	23,430	24,328	25,220	26,108	27,012
S-33	22,548	23,439	24,328	25,220	26,108
S-32	21,735	22,548	23,439	24,328	25,220
S-31	20,920	21,735	22,548	23,439	24,328
S-30	20,187	20,920	21,735	22,548	23,439
S-29	19,456	20,187	20,920	21,735	22,548
S-28	18,724	19,456	20,187	20,920	21,735
S-27	18,075	18,724	19,456	20,187	20,920
S-26	17,426	18,075	18,724	19,456	20,187
S-25	16,788	17,426	18,075	18,724	19,456
S-24	16,213	16,788	17,426	18,075	18,724
S-23	15,641	16,213	16,788	17,426	18,075
S-22	15,073	15,641	16,213	16,788	17,426
S-21	14,508	15,073	15,641	16,213	16,788
S-20	14,018	14,508	15,073	15,641	16,213
S-19	13,526	14,018	14,508	15,073	15,641
S-18	13,044	13,526	14,018	14,508	15,073
S-17	12,562	13,044	13,526	14,018	14,508
S-16	12,156	12,562	13,044	13,526	14,018
S-15	11,748	12,156	12,562	13,044	13,526
S-14	11,340	11,748	12,156	12,562	13,044
S-13	10,933	11,340	11,748	12,156	12,562
S-12	10,525	10,933	11,340	11,748	12,156
S-11	10,117	10,525	10,933	11,340	11,748
S-10	9,795	10,117	10,525	10,933	11,340
S-9	9,468	9,795	10,117	10,525	10,933
S-8	9,145	9,468	9,795	10,117	10,525

SCHEDULE B-1 (Continued)

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
S-7	8,821	9,145	9,468	9,795	10,117
S-6	8,497	8,821	9,145	9,468	9,795
S-5	8,170	8,497	8,821	9,145	9,468
S-4	7,922	8,170	8,497	8,821	9,145
S-3	7,683	7,922	8,170	8,497	8,821
S-2	7,442	7,683	7,922	8,170	8,497
S-1	7,198	7,442	7,683	7,922	8,170

SCHEDULE B-2

POLICE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		23,598	24,482	25,364	26,244
P-4		15,939	16,428	17,151	17,803
P-3	13,122	13,572	14,097	14,632	15,167
P-2		11,799	12,241	12,682	13,122
P-1			11,799	12,241	12,682

SCHEDULE B-3

FIRE SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		23,598	24,482	25,364	26,244
F-4		15,939	16,428	17,151	17,803
F-3				14,644	15,101
F-2		12,514	12,898	13,344	13,801
F-1	10,905	11,280	11,657	12,031	12,407

SCHEDULE B-4

FIRE ALARM SALARY SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	14,018	14,508	15,073	15,641	16,213
FA-1	12,156	12,562	13,044	13,526	14,018

SCHEDULE B-5

HOURLY WAGE SCHEDULE

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	5.65	5.87	6.08	6.30	6.54
W-7	5.48	5.65	5.87	6.08	6.30
W-6	5.26	5.48	5.65	5.87	6.08
W-5	5.05	5.26	5.48	5.65	5.87
W-4	4.88	5.05	5.26	5.48	5.65
W-3	4.69	4.88	5.05	5.26	5.48
W-2	4.55	4.69	4.88	5.05	5.26
W-1	4.39	4.55	4.69	4.88	5.05

SCHEDULE C

RATES FOR PART-TIME AND SEASONAL POSITION CLASSES

	Minimum	Maximum
Activity Director (P.T.) (per week) (1)		84.00
Activity Instructor or Supervisor (P.T.)		
Group A (per session)		15.00
Group B (per session)		18.00
Group C (per session)		21.00
Group D (per session)		25.00
Group E (per session)		32.00
Animal Inspector (P.T.) (per annum)		1,473.00
Assistant Beach Supervisor (P.T.) (per week) (1)		98.00
Assistant Recreation Supervisor (P.T.) (per week) (1)		98.00
Associate Director of Council on Aging (P.T.) (30 hrs. weekly)		6,800.00
Athletic Official or Referee		
Group A (per session)		5.00
Group B (per session)		7.50
Group C (per session)		10.00
Group D (per session)		12.50
Group E (per session)		15.00
Beach Booth Attendant (P.T.) (per week) (1)		84.00
Beach Lifeguard (P.T.) (per week) (1)		84.00
Beach Supervisor (P.T.) (per week) (1)		123.00
Building Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Call Firefighter (P.T.) (per annum)		835.00
Canvasser (P.T.) (per hour)		2.40
Clerk (P.T.) (per hour)	2.30	2.50
Committee Secretary (P.T.) (per hour)		3.92
Council on Aging Executive Director (P.T.) (per annum)		8,700.00
Dentist (P.T.) (per diem)		55.00
Director of Civil Defense (per annum)		1,500.00
Executive Secretary - Selectmen (P.T.) (per annum)		7,038.00
Finance Committee Executive Secretary (P.T.) (per annum)		2,851.00
Library Page (P.T.) (per hour)		
First year		2.20
Second year		2.30
Play Leader (P.T.) (per week) (1)		62.00
Plumbing and Gas Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00
Police Matron (P.T.) (per hour)		2.50
(or minimum)		8.00
Recreation Supervisor (P.T.) (per week) (1)		123.00
Registrar of Voters (P.T.) (per annum)		400.00
Sanitarian (substitute) (P.T.) (per diem)		27.00
Sealer of Weights and Measures (P.T.) (per annum)		3,396.00
Student Draftsman and Rodman (P.T.)		
First year student (per hour)		2.55
Second year student (per hour)		2.85
Third year student (per hour)		3.15
Fourth year student (per hour)		3.35
Fifth year student (per hour)		3.45
Student Trainee, Forestry Division (P.T.)		
First year student (per hour)		2.54
Second year student (per hour)		2.70

SCHEDULE C (Continued)

	Minimum	Maximum
Third year student (per hour)		2.86
Fourth year student (per hour)		3.02
Temporary Janitor (P.T.) (per hour)		2.40
Temporary Laborer (P.T.)		
First year (per hour)		2.20
Second year (per hour)		2.30
Third year (per hour)		2.43
Fourth year (per hour)		2.56
Fifth year (per hour)		2.69
Town Counsel (P.T.) (per annum)		20,142.00
Traffic Supervisor (P.T.) (per month)		256.00
Veteran's Agent (P.T.) (per annum)		6,458.00
Wiring Inspector (substitute) (P.T.) (per diem)		41.00
(or per inspection)		12.00

(1) Annual step rate increase of $5.00 per week (maximum 5 steps) after performing a minimum of eleven weeks of full-time service at Rosemary Beach and seven weeks on playgrounds in any calendar year, said service need not be continuous.

Mrs. E. Loretta Reynolds offered a motion that the vote under Article 14 be reconsidered and when put to a vote the motion carried.

The motion to amend was presented and when put to a vote it was unanimously

VOTED: That the vote under Article 14 referring the subject matter of said article back to the Board of Selectmen for further study be amended by adding the following:

"and said Selectmen to report back to the next Annual Town Meeting or no later than the next Special Town Meeting, if one is held."

The main motion, as amended, was then presented and it was

VOTED: To refer the substance of Article 14 to the Board of Selectmen for further study and said Selectmen to report back to the next Annual Town Meeting, or no later than the next Special Town Meeting, if one is held.

ARTICLE 16. To see if the Town will appropriate the sum of $100,000 for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for an experimental period not to exceed 12 months; authorize the Board of Selectmen with the aid and assistance of the Needham Transportation Committee or such other advisory tribunal deemed appropriate by the Board of Selectmen to enter into a contract or franchise arrangement or any combination thereof with a private carrier or qualified independent contractor to implement such transportation service over the public ways of the Town upon such terms and conditions as the Board of Selectmen shall deem to be in the best interest of the Town; said sum herein appropriated is to be expended under the supervision and direction of the Board of Selectmen; the Board of Selectmen is further authorized to establish revenue charges to riders and the procedures for collecting or crediting such revenue by or through the private carrier; the Board of Selectmen is also further authorized to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the per-

formance of the duties herein authorized; the Board of Selectmen is also authorized to make reasonable rules and regulations consistent with the authority granted herein to effectuate and maintain an efficient local public transportation service; determine how said sum is to be raised;

or take any other action relative thereto.

A motion to amend was offered by Mrs. E. Loretta Reynolds.

MOVED: That the main motion under Article 16 be amended by deleting "the sum of $100,000." and by inserting in place thereof "the sum of $50,000."

Mrs. Reynolds in presenting the proposal noted that this transportation service will be a new minibus service within the town and will not duplicate any other system. If the town does not like the system it can be voted out after the one year trial.

Mr. Grant Paul, Jr., Chairman of the Transportation Committee, presented the views of his committee relative to the proposal. He noted that the $50,000. town allocation of funds will be matched by State and Federal funds.

Mr. Edward B. Murphy representing the Finance Committee stated that the committee is opposed to the proposal of starting a new service which would serve only a portion of the townspeple and that it is a program that would cost the town more in the future. He stated that it would be difficult to discontinue a service once it had been started.

Speaking in favor of the proposal were: Mr. Sidney Dockser, Vice-Chairman, Council on Aging, Mr. Benedict Horowitz, Mrs. Susan Fleming, Mrs. Mortimer-Maddix, Mr. John McQuillan, Mr. H. Phillip Garrity, Jr. and Mr. Gilbert W. Cox.

After a lengthy discussion, Mr. Richard Malconian moved the previous question and it was so voted.

The motion to amend was presented and it was unanimously

VOTED: That the main motion under Article 16 be amended by deleting "the sum of $100,000" and by inserting in place thereof "the sum of $50,000".

The main motion, as amended, was then presented and it was

VOTED: That the Town appropriate the sum of $50,000. for the purpose of providing a public transportation service for the inhabitants of the Town to be operated exclusively within the Town for an experimental period not to exceed 12 months; authorize the Board of Selectmen with the aid and assistance of the Needham Transportation Committee or such other advisory tribunal deemed appropriate by the Board of Selectmen to enter into a contract or franchise arrangement or any combination thereof with a private carrier or qualified independent contractor to implement such transportation service over the public ways of the Town upon such terms and conditions as the Board of Selectmen shall deem to be in the best interest of the Town; said sum herein appropriated is to be expended under the supervlsion and direction of the Board of Selectmen; the Board of Selectmen is further authorized to establish revenue charges to riders and the procedures for collecting or crediting such revenue by or through the private carrier; the Board of Selectmen is also further authorized to apply for any additional support financial assistance and to receive any and all support financial assistance from any source in the performance of the duties herein authorized; the Board of Selectmen is also authorized to make reasonable rules and regulations consistent with the authority granted herein to effectuate and maintain an efficient local public transportation service; said sum to be raised from the current tax levy.

YES 155 — NO 82

ARTICLE 17. To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds alloted or to be alloted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads,
or take any other action relative thereto.

VOTED: That the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds alloted or to be alloted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads.

UNANIMOUS VOTE

ARTICLE 24. To see if the Town will vote to raise and appropriate the sum of $19,000. for expenses (Town salaries and wages being included in the budget) for the construction of roadways and service area and the relocation of employee and equipment facilities at the Disposal Area as proposed by the Public Works Department; determine how such sum shall be raised, whether from the current tax levy, by transfer from available funds, by borrowing or otherwise and how expended;
or take any other action relative thereto.

VOTED: That the Town appropriate the sum of $19,000. for expenses (Town salaries and wages being included in the budget) for the construction of roadways and service area and the relocation of employee and equipment facilities at the Disposal Area as proposed by the Public Works Department; said sum to be raised from the current tax levy and expended under the supervision and and direction of the Board of Selectmen.

UNANIMOUS VOTE

ARTICLE 25. To see if the Town will appropriate the sum of $15,000 for finishing the office space available at the Public Works Building located at 470 Dedham Avenue and related changes or additions to provide office space for the Planning Board; determine how said sum shall be raised and how expended;
or take any other action relative thereto.

Mr. Edward B. Murphy offered an amendment that the sum of $15,000. to be appropriated be changed to the sum of $9,000. and when put to a vote the motion carried.

VOTED: That the main motion under Article 25 be amended by changing the sum of $15,000. to be appropriated to the sum of $9,000.

Mr. Henry D. Hersey speaking for the Board of Selectmen and Mr. Norman A. Homsy for the Planning Board stated that this article should be withdrawn, that a further study of the space needs of all town departments should be made before proposing any new move.

Mr. John C. Hatch spoke in favor of the proposal under this article stating that this was part of a long-range plan to put similar departments in the same building. After further discussion, Mr. John F. Milligan moved the previous question and it was so voted.

The main motion, as amended, was presented but it failed to pass.

MOVED: That the Town appropriate the sum of $9,000. for finishing the office space available at the Public Works Building located at 470 Dedham

Avenue and related changes or additions to provide office space for the Planning Board; said sum to be raised from the current tax levy and expended under the supervision and direction of the Board of Selectmen.

ARTICLE 26. To see if the Town will appropriate the sum of $10,000 for the purpose of clearing and resurfacing 11,400 square feet of land and a portion of a 30 foot right of way off Chapel Street and adjacent to the public parking area to be used as additional parking space; authorize the Board of Selectmen to lease said 11,400 square feet and a portion of a 30 foot right of way from the Massachusetts Bay Transportation Authority for a period of one year and renewable from month to month thereafter without cost to the Town other than the obligation of the Town to clear and resurface the leased area as herein authorized; determine how said sum is to be raised and how expended;

or take any other action relative thereto.

VOTED: That the Town appopriate the sum of $10,000. for the purpose of clearing and resurfacing 11,400 square feet of land and a portion of a 30 foot right of way off Chapel Street and adjacent to the public parking area to be used as additional parking space; authorize the Board of Selectmen to lease said 11,400 square feet and a portion of a 30 foot right of way from the Massachusetts Bay Transportation Authority for a period of one year and renewable from month to month thereafter without cost to the Town other than the obligation of the Town to clear and resurface the leased area as herein authorized; said sum to be raised by the transfer of $10,000. from the on street Parking Meter fund and expended under the supervision and direction of the Board of Selectmen.

A two-thirds vote being required it was YES 191 — NO 17.

ARTICLE 27. To see if the Town will appropriate the sum of $35,000.00 for the purpose of reconstruction and resurfacing of the driveways and parking lot at the Newman Junior High School; determine how said sum is to be raised and expended;

or take any other action relative thereto.

**VOTED: That the Town appropriate the sum of $35,000.00 for the purpose of reconstruction and resurfacing of the driveways and parking lot at the Newman Junior High School; said sum to be raised from the current tax levy and expended under the supervision and direction of the School Committee.

**See Article 40 5/12/76 for amendment relative to funding.

ARTICLE 28. To see if the Town will vote to amend the Zoning Map of the Town of Needham as most recently revised to August 1975 to incorporate the revisions in the several zoning district boundary lines(1) as delineated on a compilation of maps entitled "Zoning Map Amendments" dated February 17, 1976 which are included herein by reference and made a part hereof with copies on file with the Planning Board, the Board of Selectmen, and the main Public Library for inspection and review along with copies of the existing Zoning Map presently in effect;

or take any other action relative thereto.

Footnote (1) A limited number of properties and owners are directly affected by the amended changes herein sought by this Article. Only those lots which are bisected by the existing zoned district boundaries are involved. The change proposed merely makes each entire lot conform to one of the two zoned districts presently applicable to such lot.

Mr. Norman A. Homsy presented the proposal and stated that the changes recommended would put zoning district boundaries of a limited number of lots in conformance with actual lot lines.

After a discussion, the main motion was presented and it was

VOTED: That the Town amend the Zoning Map of the Town of Needham as most recently revised to August 1975 to incorporate the revisions in the several zoning district boundary lines(1) as delineated on a compilation of maps entitled "Zoning Map Amendments" dated February 17, 1976 which are included herein by reference and made a part hereof with copies on file with the Planning Board, the Board of Selectmen, and the main Public Library for inspection and review along with copies of the existing Zoning Map presently in effect.

UNANIMOUS VOTE

ARTICLE 29. To see if the Town will vote to amend Section 4.2.3. "Exemption for Recorded Lots" of the Zoning By-Law of the Town of Needham by deleting the first paragraph of Section 4.2.3 which reads as follows:

> "The restrictions in Section 4 relating to the minimum size of building lots shall not apply to lots laid out according to a plan recorded in the Registry of Deeds or registered in the Land Court on or before June 13, 1939."

; and by adding at the end of paragraph 2 immediately after the word "requirements" the following phrase —", or to make said lot less non-conforming as to frontage or area or both."; such that Section 4.2.3. "Exemptions for Recorded Lots" shall read in its entirety:

> "Nothing contained in section 4.2. shall prevent the construction or placing of buildings or structures permissible as accessory uses under the provisions of this By-Law, nor shall it prevent the construction or placing of a building or structure upon a lot having less area or frontage, or both, than required in section 4.2 if, at such time as the minimum area and frontage requirements for the Zone in which such lot is located were established or increased, such lot had less area or frontage, or both, than provided by such new or increased requirements; and if such less area or frontage, or both, did not result from an attempt to circumvent the intent of this By-Law, and if at the effective date of such new or increased requirements or January 10, 1963, whichever date is later, the owner did not have adjoining land available to increase the area or frontage, or both, of said lot to meet said new or increased requirements, or to make said lot less non-conforming as to frontage or area or both.
>
> A lot in a residential district having an area or frontage less than that required by section 4.2 may be developed for a single residential use, provided that such lot complies with the specific exemptions of General Laws, Chapter 40A, Sections 5A and 7A."

The foregoing amendment shall not be construed to be an expressed or implied acceptance of Chapter 808 of the Acts of 1975 amending Mass. General Laws Chapter 40A;

or take any other action relative thereto.

Mr. George N. Giunta spoke on the motion offered by Mr. Norman A. Homsy and explained that the proposed change would limit exemptions from minimum lot sizes granted for lots recorded prior to June 13, 1939.

A discussion followed and Mr. Arthur M. Tiernan, Jr. moved the previous question and it was so voted.

The main motion was presented and it was

VOTED: That the Town amend Section 4.2.3. "Exemption for Recorded Lots" of the Zoning By-Law of the Town of Needham by deleting the first paragraph of Section 4.2.3 which reads as follows:

> "The restrictions in Section 4 relating to the minimum size of building lots shall not apply to lots laid out according to a plan recorded in the Registry of Deeds or registered in the Land Court on or before June 13, 1939."

; and by adding at the end of paragraph 2 immediately after the word "requirements" the following phrase—", or to make said lot less non-conforming as to frontage or area or both."; such that Section 4.2.3. "Exemptions for Recorded Lots" shall read in its entirety:

> "Nothing contained in section 4.2. shall prevent the construction or placing of buildings or structures permissable as accessory uses under the provisions of this By-Law, nor shall it prevent the construction or placing of a building or structure upon a lot having less area or frontage, or both, than required in section 4.2 if, at such time as the minimum area and frontage requirements for the Zone in which such lot is located were established or increased, such lot had less area or frontage, or both, than provided by such new or increased requirements; and if such less area or frontage, or both, did not result from an attempt to circumvent the intent of this By-Law, and if at the effective date of such new or increased requirements or January 10, 1963, whichever date is later, the owner did not have adjoining land available to increase the area or frontage, or both, of said lot to meet said new or increased requirements, or to make said lot less non-conforming as to frontage or area or both.
>
> A lot in a residential district having an area or frontage less than that required by section 4.2 may be developed for a single residential use, provided that such lot complies with the specific exemptions of General Laws, Chapter 40A, Sections 5A and 7A."

The foregoing amendment shall not be construed to be an expressed or implied acceptance of Chapter 808 of the Acts of 1975 amending Mass. General Laws Chapter 40A.

UNANIMOUS VOTE

ARTICLE 30. To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 48 of the 1975 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the future school needs of the Town and the obtaining of options in the name of the Town on desirable sites for school building purposes as heretofore authorized and to report with its recommendations to the 1977 Annual Town Meeting or sooner;

or take any other action relative thereto.

VOTED: That the Town continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting and last continued by vote under Article 48 of the 1975 Annual Town Meeting; direct and authorize said Committee to continue its work of making a study of the future school needs of the Town and the obtaining of options in the name of the Town on desirable

sites for school building purposes as heretofore authorized and to report with its recommendations to the 1977 Annual Town Meeting or sooner.

UNANIMOUS VOTE

ARTICLE 31. To see if the Town will vote to continue the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and most recently continued by vote of the Town under Article 2 of the November 10, 1975 Special Town Meeting; said Committee to report back to the 1977 Annual Town Meeting or sooner;

or take any other action relative thereto.

Mr. Thomas M. Harkins spoke on the motion and recommended that this article be withdrawn. Opposition was expressed by Mr. Vincent C. Nuccio, who stated that he would like to offer a substitute motion.

The main motion was presented and it failed to pass.

MOVED: That the Town continue the Media Center Study Committee established by vote of the Town under Article 47 of the 1974 Annual Town Meeting and most recently continued by vote fo the Town under Article 2 of the November 10, 1975 Special Town Meeting; said Committee to report back to the 1977 Annual Town Meeting or sooner.

The substitute motion was then presented.

MOVED: That the 1976 Media Center Study Report be received by Town Meeting, the Study Committee be dissolved and the subject matter of the report be referred to the School Committee for further consideration.

After a brief discussion the motion was presented and it was

VOTED: That the 1976 Media Center Study Report be received by Town Meeting, the Study Committee be dissolved and the subject matter of the report be referred to the School Committee for further consideration.

ARTICLE 32. To see if the Town will vote to continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and continue by vote of the Town under Article 51 of the 1975 Annual Town Meeting; that the sum of $25,000.00 be appropriated for the use of said Committee in carrying out its authorized assignment; determine how said sum shall be raised and expended; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

A motion to amend was offered by Mr. Benedict Horowitz to change the figure of $25,000. to $10,000. He stated that the Police Department should be given first priority and recommended that the $10,000. be used for that purpose.

A motion to amend was also offered by Mr. David Devine, Chairman of the Finance Committee, to change the figure of $25,000. to $19,000. which they felt was the last best estimate for the Police and Fire Study.

Mr. William Mather, Chairman of the Public Safety Committee, presented the views of his committee and urged support of the recommendation of the Finance Committee for the appropriation of $19,000,

The motion to amend offered by Mr. Horowitz was presented but it failed to pass.

Mr. Devine's motion to amend was then presented and it was

VOTED: That the amount of $25,000. be changed to $19,000.

YES 116 — NO 94

The main motion, as amended, was then presented and it failed to pass.

MOVED: That the Town continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and continued by vote of the Town under Article 51 of the 1975 Annual Town Meeting; that the sum of $19,000. be appropriated for the use of said Committee in carrying out its authorized assignment; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner.

YES 103 — NO 105

Before the Moderator declared the article disposed of, Mrs. Betty Snell offered a motion to adjourn, and the Moderator stated that if the meeting adjourns that Article 32 will be the first order of business at the next meeting. The motion to adjourn was presented and by a count of hands YES 114 — NO 88, it was voted that the meeting stand adjourned to Wednesday, May 12, 1976 at 7:30 p.m. at the Newman Junior High School.

Attest:

ROSE O. MACKENZIE
Town Clerk

ADJOURNED ANNUAL TOWN MEETING

May 12, 1976

Pursuant to adjournment of the Adjourned Annual Town Meeting held May 10, 1976 the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Jr. High School on Wednesday, May 12, 1976 at 7:30 p.m.

Check lists were used and 276 voters were checked on the list which included 225 Town Meeting Members.

Dr. Franz Edward Oerth, Pastor, First Baptist Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mr. William S. Marsh offered a motion under Article 32 which had not been disposed of at the May 10th meeting.

MOVED: That the Town continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and continued by vote of the Town under Article 51 of the 1975 Annual Town Meeting that the sum of $18,900. be appropriated for the use of said Committee in carrying out its authorized assignment; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner.

Mr. Donald Keller then offered a motion to amend by striking the words "that the sum of $18,900. be appropriated for the use of said Committee in carrying out its authorized assignment".

After an extended discussion, Mr. John Milligan moved the previous question and it was so voted.

Mr. Keller's motion to amend by striking the funding of $18,900. was presented but it failed to pass.

Mr. Marsh's motion was then presented and it was

VOTED: That the Town continue the Public Safety Committee initially established by vote of the Town under Article 14 of the 1974 Annual Town Meeting and continued by vote of the Town under Article 51 of the 1975 Annual Town Meeting; that the sum of $18,900. be appropriated for the use of said Committee in carrying out its authorized assignment; authorize the Board of Selectmen to apply for and receive any Federal or State financial aid or assistance which may be available for the study herein authorized; said Committee to report to the next Annual Town Meeting or sooner.

ARTICLE 33. To see if the Town will appropriate the sum of $13,000 for the establishment and construction of a bikeway system, including bicycle storage facilities and other related equipment and accessory items, to promote the safe, expeditious, and reliable form of recreation and transportation to accommodate the residents of the Town; said sum to be expended under the supervision and direction of the Park and Recreation Commission; the implementation and operation of the within project as herein authorized shall be subject to such reasonable conditions, rules, and regulations as may be estab-

lished by the Board of Selectmen acting as the Board of Public Works; subject to the approval of the Chief of Police, the Park and Recreation Commission may make and enforce, with the aid of the Needham Police, rules and regulations controlling the operation of bicycles in or over the public ways of the Town; or take any other action relative thereto.

Mr. C. Bruce Johnstone presented the proposal on behalf of the bikeways planning group and explained that the bike routes would be around the perimeter of the Town and would bisect the Town while not going directly through Needham Square. Also supporting the proposal were the Finance Committee, Park and Recreation Commission and a majority of the Board of Selectmen.

The motion was presented and it was

VOTED: That the Town appropriate the sum of $13,000. for the establishment and construction of a bikeway system, including bicycle storage facilities and other related equipment and accessory items, to promote the safe, expeditious, and reliable form of recreation and transportation to accommodate the residents of the Town; said sum to be expended under the supervision and direction of the Park and Recreation Commission; the implementation and operation of the within project as herein authorized shall be subject to such reasonable conditions, rules, and regulations as may be established by the Board of Selectmen acting as the Board of Public Works; subject to the approval of the Chief of Police, the Park and Recreation Commission may make and enforce, with the aid of the Needham Police, rules and regulations controlling the operation of bicycles in or over the pubilc ways of the Town.

YES 140 — NO 70

ARTICLE 34. To see if the Town will vote to continue the building committee established by vote under Article 7 of the November 10, 1975 Special Town Meeting; said committee is instructed to continue its duties and responsibilites authorized by vote of the Town under said Article 7 and to report to the 1977 Annual Town Meeting or sooner;

or take any other action relative thereto.

VOTED: That the Town continue the building committee established by vote under Article 7 of the November 10, 1975 Special Town Meeting; said committee is instructed to continue its duties and responsibilities authorized by vote of the Town under said Article 7 and to report to the 1977 Annual Town Meeting or sooner.

UNANIMOUS VOTE

ARTICLE 35. To see if the Town will vote to continue the Low & Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and reactivated by vote under Article 52 of the 1975 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner;

or take any other action relative thereto.

A motion to amend was offered by John H. Cogswell, but when put to a vote it failed to pass.

MOVED: That the Town vote to continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and reactivated by vote under Article 52 of the 1975 Annual Town Meeting; said Committee is directed to

1. Analyze its stated objective in light of present Town By-Laws and Ordinances;
2. Meet with the Planning Board to discuss any conflicts between the Committee's objectives and the Master Plan and Zoning By-Laws of the Town;
3. Request the Planning Board to consider Master Plan and Zoning By-Law revisions in order to accomodate implementation of the Committee's objectives;
4. Be guided by the Planning Board's decision regarding any such revision requests and adjust the Committee's objectives accordingly;
5. Work within the Master Plan and Zoning By-Laws to the greatest extent possible in implementing the Committee's objectives;
6. Request Town Meeting concurrence where deviations from the then existing Zoning By-Laws are necessary to implement a particular proposal—such concurrence to include 121A contracts with the Town and/or such other controls as the Committee may recommend;

The main motion was presented and it was

VOTED: That the Town continue the Low and Moderate Income Housing Committee established by vote under Article 63 of the 1972 Annual Town Meeting and reactivated by vote under Article 52 of the 1975 Annual Town Meeting; said Committee is directed to report to the next Annual Town Meeting or sooner.

ARTICLE 36. To see if the Town will vote to authorize the Board of Selectmen through our Representative or Representatives to the General Court to seek the necessary authority from the General Court of the Commonwealth of Massachusetts to permit the form of question contained in Chapter 610 of the Acts of 1973 to be placed upon the ballot to be used for the election of town officers at the next town election following such authorization;

or take any other action relative thereto.

VOTED: That the Town authorize the Board of Selectmen through our Representative or Representatives to the General Court to seek the necessary authority from the General Court of the Commonwealth of Massachusetts to permit the form of question contained in Chapter 610 of the Acts of 1973 to be placed upon the ballot to be used for the election of town officers at the next town election following such authorization.

YES 115 — NO 74

ARTICLE 37. To see if the Town will vote to continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 49 of the 1975 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of solid waste; said committee to report to the capital budget sub-committee and to the 1976 Annual Town Meeting or sooner;

or take any other action relative thereto.

VOTED: That the Town continue the solid waste disposal committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 49 of the 1975 Annual Town Meeting; direct and authorize said committee to continue to investigate all methods of collection and disposal of sold waste; said committee to report to the capital budget subcommittee and to the 1977 Annual Town Meeting or sooner.

Article 38 voted unanimously at the May 3rd meeting.

ARTICLE 39. To see if the Town will vote to transfer a sum of money from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the current year;

or take any other action relative thereto.

VOTED: That the Town transfer the sum of $1,200,000. from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1976-77.

UNANIMOUS VOTE

ARTICLE 40. To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting.

Under Article 40 Mr. Devine moved that the $35,000. appropriation voted under Article 27 be raised as follows: By transfer of $2,740.59 from the unexpended balance of Article #1 of STM of 1970, by transfer of $495.73 from the unexpended balance of Article #1 of STM of November 1968, by transfer of $664.20 from the unexpended balance of Article #2 of STM of 1968, by transfer of $304.85 from the unexpended balance of Article #1 of STM of September 1969 and the balance of $30,794.63 from the current tax levy.

and it was unanimously

VOTED: That the appropriated sum of $35,000. under Article 27 be raised as follows: By transfer of $2,740.59 from the unexpended balance of Article #1 of STM of 1970, by transfer of $495.73 from the unexpended balance of Article #1 of STM of November 1968, by transfer of $664.20 from the unexpended balance of Article #2 of STM of 1968, by transfer of $304.85 from the unexpended balance of Article #1 of STM of September 1969 and the balance of $30,794.63 from the current tax levy.

Under Article 40 Dr. Kenneth Christophe

MOVED: That the Town establish a study committee consisting of seven (7) members, one of whom shall be appointed by the Moderator, one by the Board of Health, one by the Board of Selectmen, one by the Glover Memorial Hospital Trustees, one by the Finance Committee, one by the Youth Commission and a local representative from the Norfolk Mental Health Association to be selected by the Board of Health; said committee is directed to make a study of

the mental health services proposed for the inhabitants of the Town of Needham under the provisions of the National Health Planning and Resources Development Act of 1974; consider and evaluate available mental health areas which Needham is eligible and qualified to join giving due consideration to the anticipated quality and cost of service to be provided in each area for the inhabitants of the Town of Needham; said committee to report its findings and recommendations to the next Annual Town Meeting or sooner.

Mr. Sidney Dockser offered a motion to amend by striking the word "Norfolk" at the end of line six and replace with the word "appropriate", and it was so voted.

The main motion, as amended, was presented and it was

VOTED: That the Town establish a study committee consisting of seven (7) members, one of whom shall be appointed by the Moderator, one by the Board of Health, one by the Board of Selectmen, one by the Glover Memorial Hospital Trustees, one by the Finance Committee, one by the Youth Commission and a local representative from the appropriate Mental Health Association to be selected by the Board of Health; said committee is directed to make a study of the mental health services proposed for the inhabitants of the Town of Needham under the provisions of the National Health Planning and Resources Development Act of 1974; consider and evaluate available mental health areas which Needham is eligible and qualified to join giving due consideration to the anticipated quality and cost of service to be provided in each area for the inhabitants of the Town of Needham; said committee to report its findings and recommendations to the next Annual Town Meeting or sooner.

Under Article 40, Mr. James Hugh Powers offered the following motion.

MOVED: That a special committee be created, consisting of two members to be appointed by the Board of Selectmen, two members to be appointed by the Moderator, and one member to be appointed by the Finance Committee, to make a study relative to possible means of easing the plight of retired town employees whose pensions have so lost purchasing power that such retirees no longer are able to maintain a minimum standard of living according to accepted criteria of adequate nutrition and housing; and that said committee report its findings and recommendations to the Town not later than the next Annual Town Meeting.

After a brief discussion the motion was presented and it was

VOTED: That a special committee be created, consisting of two members to be appointed by the Board of Selectmen, two members to be appointed by the Moderator, and one member to be appointed by the Finance Committee, to make a study relative to possible means of easing the plight of retired town employees whose pensions have so lost purchasing power that such retirees no longer are able to maintain a minimum standard of living according to accepted criteria of adequate nutrition and housing; and that said committee report its findings and recommendations to the Town not later than the next Annual Town Meeting.

Under Article 40 Mrs. E. Loretta Reynolds offered the following motion

MOVED: That a study and advisory committee, consisting of five members, be appointed by the Board of Selectmen to aid and assist the Board of Assessors in the development and implementation of an assessment policy and program which will be acceptable to the State Tax Commission consistent with the recent

mandate of the Supreme Judicial Court of the Commonwealth of Massachusetts applicable to the assessment of real and personal property subject to local taxation; said committee to coordinate its study with the appropriate Town agencies giving due consideration to these agencies respective participation in the implementation of a recommended program; said committee to report to the next Annual Town Meeting or a Special Town Meeting, if one is held.

Mr. Roy Kelley offered a motion to amend to strike in line two the words "be appointed by the Board of Selectmen" and replace with the words "two to be appointed by the Board of Selectmen, one to be appointed by the Board of Assessors, one to be appointed by the Finance Committee, one to be appointed by the Moderator". A discussion followed but when put to a vote the motion failed to pass.

The main motion was presented and it was

VOTED: That a study and advisory committee, consisting of five members, be appointed by the Board of Selectmen to aid and assist the Board of Assessors in the development and implementation of an assessment policy and program which will be acceptable to the State Tax Commission consistent with the recent mandate of the Supreme Judicial Court of the Commonwealth of Massachusetts applicable to the assessment of real and personal property subject to local taxation; said committee to coordinate its study with the appropriate Town agencies giving due consideration to these agencies respective participation in the implementation of a recommended program; said committee to report to the next Annual Town Meeting or a Special Town Meeting, if one is held.

At 11:05 P.M. Mr. James M. Colman moved that this Town Meeting be dissolved in memory of Mary F. Salamone and T. James Crossman and it was unanimously so voted.

Attest:

ROSE O. MACKENZIE
Town Clerk

TOWN OF NEEDHAM

TOWN CLERK'S RECORDS

of the

STATE PRIMARY

September 14, 1976

SPECIAL TOWN MEETING

October 20, 1976

STATE ELECTION

November 2, 1976

RECORD OF STATE PRIMARY
September 14, 1976

Pursuant to the Warrant issued by the Selectmen, August 17, 1976, the Inhabitants of the Town of Needham qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Tuesday, the fourteenth day of September in the year 1976 at 8:00 o'clock a.m. for the purpose of nominating State and County officers. The polls remained open until 8:00 p.m.

The polling places had been designated as follows:

PRECINCT A—William Carter School
PRECINCT B—Hillside School
PRECINCT C—Derwood Newman Junior High School
PRECINCT D—High Rock School
PRECINCT E—William Pollard Junior High School
PRECINCT F—Highland Avenue School
PRECINCT G—Harris School
PRECINCT H—Broadmeadow School
PRECINCT I—William Mitchell School—Kindergarten
PRECINCT J—William Mitchell School—Gymnasium

The ballot box returns in the precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
9:00 A.M.	16	23	32	19	30	30	32	26	17	17
10:00 A.M.	31	43	53	47	50	52	41	53	27	28
11:00 A.M.	41	67	80	71	75	74	50	67	40	41
12:00 Noon	57	85	96	85	99	94	71	89	64	53
1:00 P.M.	73	100	116	102	120	113	80	128	72	74
2:00 P.M.	87	113	140	125	148	140	122	151	90	81
3:00 P.M.	100	140	159	146	175	172	140	171	115	97
4:00 P.M.	126	170	184	164	200	197	171	203	143	117
5:00 P.M.	157	214	235	198	250	239	189	254	189	157
6:00 P.M.	216	268	297	258	290	280	218	329	253	222
7:00 P.M.	289	341	374	323	364	330	270	398	295	285
8:00 P.M.	372	420	468	396	450	383	340	450	348	332

The Town Clerk and the Selectmen, upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 10:00 P.M., September 14, 1976.

The total number of votes cast was as follows:

	Democrat	Republican	Total
Precinct A	306	66	372
Precinct B	339	81	420
Precinct C	296	172	468
Precinct D	274	122	396
Precinct E	295	155	450
Precinct F	275	108	383
Precinct G	249	91	340
Precinct H	331	119	450
Precinct I	238	110	348
Precinct J	231	101	332

TOTAL VOTE — 3959
(22% of Registered Voters)

The result of the balloting was as follows:

DEMOCRATIC	PRECINCTS A	B	C	D	E	F	G	H	I	J	Total
Total Number of Votes Cast	306	339	296	274	295	275	249	331	238	231	2834
SENATOR IN CONGRESS											
Edward M. Kennedy, Barnstable	244	262	200	201	205	208	172	230	166	167	2055
Robert Emmet Dinsmore, Milton	30	47	58	40	65	48	57	65	36	34	480
Frederick C. Langone, Boston	23	19	25	16	15	12	11	22	20	16	179
Bernard P. Shannon, Stoughton	2	7	3	8	5	3	2	4	6	2	42
Others	0	0	2	0	0	0	0	0	0	0	2
Blanks	7	4	8	9	5	4	7	10	10	12	76
CONGRESSMAN - Ninth District											
John Joseph Moakley, Boston	252	268	216	214	224	211	185	269	185	185	2209
Robert Owen Flynn, Boston	40	63	61	48	64	51	58	57	43	41	526
Others	0	0	1	0	0	0	0	0	0	0	1
Blanks	14	8	18	12	7	13	6	5	10	5	98
COUNCILLOR - Second District											
George F. Cronin, Jr., Boston	169	201	158	132	164	160	142	215	129	123	1593
Frank J. Guaragna, Boston	55	59	49	58	49	53	53	44	39	43	502
Blanks	82	79	89	84	82	62	54	72	70	65	739
SENATOR - 2nd Middlesex & Norfolk District											
(No nomination)											
Others (Write-in)	0	2	0	0	0	0	0	1	0	0	3
Blanks	306	337	296	274	295	275	249	330	238	231	2831
REPRESENTATIVE IN GENERAL COURT—											
Fourteenth Norfolk District											
Robert F. Larkin, Jr., Needham	170	210	174	..	150	169	135	..	136	110	1254
Vincent J. Quealy, Jr., Needham	116	109	102	..	127	88	104	..	83	107	836
Others	0	0	2	..	0	0	0	..	0	0	2
Blanks	20	20	18	..	18	18	10	..	19	14	137
Sixteenth Norfolk District											
Scott F. McDermott, Westwood	..	..	..	164	..	..	..	..	..	..	164
Robert W. Perlman, Westwood	..	..	..	55	..	..	..	..	..	..	55
Blanks	..	..	..	55	..	..	..	..	..	..	55

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
Eighteenth Middlesex District											
David J. Mofenson, Newton	..	..	..	..	..	..	..	216	..	..	216
Others	..	..	..	..	..	..	..	1	..	..	1
Blanks	..	..	..	..	..	..	..	114	..	..	114
CLERK OF COURTS - Norfolk County											
John P. Concannon, Braintree	198	209	169	142	175	172	158	211	145	142	1721
Blanks	108	130	127	132	120	103	91	120	93	89	1113
REGISTER OF DEEDS - Norfolk District											
Barry T. Hannon, Braintree	199	219	173	150	186	181	171	207	147	152	1785
Blanks	107	120	123	124	109	94	78	124	91	79	1049
COUNTY COMMISSIONER - Norfolk County											
James J. Collins, Milton	145	148	120	114	124	119	121	166	106	108	1271
George B. McDonald, Quincy	86	88	78	59	96	88	79	94	59	76	803
Paul E. Barry, Quincy	60	84	71	62	68	64	46	63	65	51	634
Edmund P. Harrington, Quincy	109	102	71	91	93	89	87	108	72	56	878
Blanks	212	256	252	222	209	190	165	231	174	171	2082
DISTRICT ATTORNEY - Norfolk District											
William D. Delahunt, Quincy	218	227	172	168	190	191	178	204	154	155	1857
Blanks	88	112	124	106	105	84	71	127	84	76	977
REPUBLICAN											
Total Number of Votes Cast	66	81	172	122	155	108	91	119	110	101	1125
SENATOR IN CONGRESS											
Michael S. Robertson, Berkley	56	71	148	93	131	84	78	99	92	86	938
Blanks	10	10	24	29	24	24	13	20	18	15	187
CONGRESSMAN - Ninth District											
Robert G. Cunningham, Westwood	59	70	142	94	139	84	76	104	89	86	943
Blanks	7	11	30	28	16	24	15	15	21	15	182
COUNCILLOR - Second District											
(No nomination)											
Other (Write-in)	0	0	0	0	0	0	0	0	1	0	1
Blanks	66	81	172	122	155	108	91	119	109	101	1124

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
SENATOR - 2nd Middlesex & Norfolk District											
David H. Locke, Wellesley	60	71	164	107	145	93	82	101	96	87	1006
Other	0	0	0	0	0	0	0	0	1	0	1
Blanks	6	10	8	15	10	15	9	18	13	14	118
REPRESENTATIVE IN GENERAL COURT—											
Fourteenth Norfolk District (Precincts A, B, C, E, F, G, I and J)											
E. Loretta Reynolds, Needham	57	70	149	..	136	92	80	..	92	88	764
Other	0	0	0	..	0	0	0	..	1	0	1
Blanks	9	11	23	..	19	16	11	..	17	13	119
Sixteenth Norfolk District (Precinct D)											
Charles W. Long, Dover	..	..	..	111	..	..	..	..	..	..	111
Blanks	..	..	..	11	..	..	..	..	..	..	11
Eighteenth Middlesex District (Precinct H)											
Robert Wayne Snyder, Newton	..	..	..	..	..	..	..	99	..	..	99
Blanks	..	..	..	..	..	..	..	20	..	..	20
CLERK OF COURTS - Norfolk County (No nomination)											
REGISTER OF DEEDS - Norfolk District (No nomination)											
COUNTY COMMISSIONER - Norfolk County (No nomination)											
Other (Write-in)	0	0	0	0	0	0	0	0	1	0	1
Blanks	132	162	344	244	310	216	182	238	219	202	2249
DISTRICT ATTORNEY - Norfolk District (No nomination)											

The ballots cast in the several precincts were returned to the Town Clerk in the sealed ballot carrying cases. The voting lists used at the entrances to the polling places and at the ballot boxes with the tally sheets for absentee ballots and copy of the precinct record were also returned, all properly sealed in conformance with the laws governing elections.

ROSE O. MACKENZIE
Town Clerk

Attest:

SPECIAL TOWN MEETING
October 20, 1976

Pursuant to a Warrant issued by the Selectmen September 28, 1976, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Newman Junior High School on Wednesday, October 20, 1976 at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 246 voters, including 204 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by the Moderator Richard P. Melick. The colors were presented by Girl Scout Susan M. Carroll, Campfire Girl Eileen Murphy, Eagle Scout Colin J. H. Brenan and Eagle Scout Arthur W. Stameris, and all present joined in the pledge of allegiance to the flag.

Rev. Franz E. Oerth, Pastor, Baptist Church gave the invocation.

The call to the meeting and the officer's return were then read by the Town Clerk, the reading of the Articles in the warrant being waived upon motion.

New Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record. He also announced the following ground rules which were adopted unanimously.

(1) A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interests of the community.

(2) The procedure to be recognized is to rise and address the chair; speak your name when recognized so that the Town Clerk can complete her records.

(3) Seek unanimous consent to adopt the following time limit of debate:

15 min. — Committee chairmen, proponents, attorneys representing proponents

10 min. — Town Meeting Members, attorneys representing other than proponents

5 min. — Non-Town Meeting Members and visitors other than atttorneys.

(4) Your attention is drawn to the disclosure required by one employed as an attorney by another who is interested in a matter: General By-Laws Art. I, sec. 5.

Mr. Robert W. Hall, Jr. moved that no speaker presenting a proposal can move the previous question, and after a brief discussion it was so unanimously voted.

VOTED: NO speaker presenting a proposal at this meeting can move the previous question.

Mr. William L. Mather, Chairman of the Finance Committee, spoke briefly relative to the financial condition of the town.

The moderator then requested unanimous consent to refer to the articles by number only and it was so unanimously voted.

ARTICLE 1. To see if the Town will vote to authorize the construction of an addition to the existing Glover Memorial Hospital Building for the purpose of increasing the floor space thereof, including the remodeling, alteration and reconstruction of said existing building which is incidental to such new construction, and the purchase of original equipment and furnishings for said addition, all in accordance with the recommendations of the Committee initially established by vote of the Town under Article 7 of the November 10, 1975 Special Town Meeting and last continued by vote of the Town under Article 34 of the 1976 Annual Town Meeting; raise and appropriate a sum of money for said purpose; determine how said sum shall be raised, whether by transfer from available funds or by borrowing;

or take any other action relative thereto.

Mr. Edward L. Davis, Jr. moved that Articles 1 and 2 be discussed together but voted on separately and it was so voted.

ARTICLE 2. To see if the Town will vote to constitute the committee initially established by vote of the Town under Article 7 of the November 10, 1975 Special Town Meeting and last continued by vote of the Town under Article 34 of the 1976 Annual Town Meeting as the Glover Memorial Hospital Addition Building Committee (1976); said Building Committee is authorized to contract for in the name and on behalf of the Town and to do all other acts and things necessary for the accomplishment of the purposes authorized by vote of this Special Town Meeting under Article 1 hereof; any vacancy occurring in said Building Committee is to be filled by the appropriate appointing authority designated by vote of the Town under said Article 7 of the 1975 Special Town Meeting but consistent with the vote of the Town relative to the minimum number of professional skills required in the establishment of a Building Committee;

or take any other action relative thereto.

Mr. Ronald Morrison, Chairman of the Hospital Building Committee and Trustee David C. Sullivan presented the proposal and stressed the need for the additional facilities. Mr. Morrison also presented an analysis of the effect on the tax rate of a twenty-year bond issue stating that the effect on the first fiscal year would be an increase of nine cents per $1,000.

Mr. Benedict Horowitz reported that the Selectmen were unanimously in favor of Articles 1 and 2.

Mr. John C. Hatch noted that the Finance Committee unanimously endorsed the proposal.

Also speaking in favor were: Mr. Murray Gintis, Pres. of the Needham Taxpayers' Association; Mr. Edward Murphy, Town Meeting Member, Precinct H; Mr. Glenn T. Barber, Town Meeting Member, Precinct I.

Mr. Philip F. Mulvey, Jr., Town Meeting Member, Precinct J, supported the proposal of the hospital expansion, but noted that the performance of the proposed contractor had been totally unsatisfactory on other Needham projects, and urged the committee to find a way to award the contract to one of the other bidders.

Mr. Roger D. Goodwin then moved the previous question and when put to a vote the motion carried.

The following tellers were then sworn in by the Moderator: Mr. George D. Krech, Mrs. Sally Levitan, Mr. Raeburn B. Hathaway, Jr., Mrs. Mary Ann Carovillano, Mr. Paul H. Attridge and Mrs. Jean W. Hutcheson.

The main motion was presented and it was

VOTED: That the Town authorize the construction of an addition to the existing Glover Memorial Hospital building for the purpose of increasing the floor space thereof, including the remodeling, alteration and reconstruction of said existing building which is incidental to such new construction, and the purchase of original equipment and furnishings for said addition, all in accordance with the recommendations of the Committee initially established by vote of the Town under Article 7 of the November 10, 1975 Special Town Meeting and last continued by vote of the Town under Article 34 of the 1976 Annual Town Meeting; that the sum of $2,120,000 be appropriated for the foregoing purposes; that the Treasurer, with the approval of the Board of Selectmen, be and he hereby is authorized, for and on behalf of the Town, to borrow said sum of $2,120,000 and to issue the notes or bonds of the Town therefor, payable in not more than twenty (20) years in accordance with Mass. General Laws, Chap. 44, Sec. 7, as amended, or any other applicable provisions of said General Laws.

A two-thirds vote being required it was — YES 179; NO 13

The main motion under Article 2 was presented and it was unanimously

VOTED: That the Town constitute the committee initially established by vote of the Town under Article 7 of the November 10, 1975 Special Town Meeting and last continued by vote of the Town under Article 34 of the 1976 Annual Town Meeting as the Glover Memorial Hospital Addition Building Committee (1976); said Building Committee is authorized to contract for in the name and on behalf of the Town and to do all other acts and things necessary for the accomplishment of the purposes authorized by vote of this Special Town Meeting under Article 1 hereof; any vacancy occurring in said Building Committee is to be filled by the appropriate appointing authority designated by vote of the Town under said Article 7 of the 1975 Special Town Meeting but consistent with the vote of the Town relative to the minimum number of professional skills required in the establishment of a Building Committee.

ARTICLE 3. To see if the Town will vote to instruct its Representatives to the General Court to petition said Court for the enactment of legislation to provide for placing on the official ballot used in the Town of Needham at a Special Election to be called by the Selectmen of the Town for that purpose, and at each biennial State Election thereafter as required by General Laws, C. 138S. 11, the following question:

> "Shall licenses be granted in the Town of Needham for the sale therein of all alcoholic beverages by clubs and war veterans' organizations?";

or take any action relative thereto.

A motion to amend was offered by Mrs. E. Loretta Reynolds.

MOVED: That the main motion under Article 3 be amended by deleting the words "a Special election to be called by the Selectmen of the Town for that purpose" following the word "at" on the fourth line and by substituting therefor the words "the Annual Town election to be held in the year 1977 or next Town election thereafter."

Mrs. Reynolds explained that a citizens' petition was filed with the Selectmen requesting that this article be placed in the warrant. Under the proposed amendment if the legislature fails to approve the ballot question for the April 1977 election it will then be placed on the ballot at the next Town election.

Mr. Ellsworth S. Irwin, Jr., Commander of the Veterans of Foreign Wars, urged passage of the article to enable local veterans' organizations to raise funds.

A discussion followed and Mr. John F. Connell moved the previous question as to both motions and it was so unanimously voted.

The motion to amend was presented and it was

VOTED: That the main motion under Article 3 be amended by deleting the words "a Special election to be called by the Selectmen of the Town for that purpose" following the word "at" on the fourth line and by substituting therefor the words "the Annual Town election to be held in the year 1977 or next Town election thereafter."

The main motion, as amended, was presented and it was

VOTED: That the Town vote to instruct its Representatives to the General Court to petition said Court for the enactment of legislation to provide for placing on the official ballot used in the Town of Needham at the Annual Town election to be held in the year 1977 or next Town election thereafter, and at each biennial State election thereafter as required by General Laws, C. 138, S. 11, the following question:

> "Shall licenses be granted in the Town of Needham for the sale therein of all alcoholic beverages by clubs and war veterans' organizations?"

YES 130; NO 64

ARTICLE 4. To see if the Town will appropriate the sum of $1,000. for the use of the Mental Health Study Committee established by vote of the Town under Article 40 of the 1976 Annual Town Meeting; said sum to be expended under the supervision and direction of said Committee in performing the assignment set forth in said vote under Article 40;

or take any other action relative thereto.

Mrs. Ellen Canavan, Chairman of the Mental Health Study Committee, presented the proposal requesting $1,000. to cover clerical costs of the committee, and was supported by Mrs. E. Loretta Reynolds, Chairman of the Board of Selectmen and Mr. William L. Mather, Chairman of the Finance Committee.

The motion was presented and it was unanimously

VOTED: That the Town appropriate the sum of $1,000. for the use of the Mental Health Study Committee established by vote of the Town under Article 40 of the 1976 Annual Town Meeting; said sum to be expended under the supervision and direction of said Committee in performing the assignment set forth in said vote under Article 40; said sum to be raised by transfer from the Free Cash Certified Account.

ARTICLE 5. To see if the Town will vote to amend the General By-Laws of the Town by deleting Section 19 of Article IV thereof in its entirety and by substituting in place thereof the following new Section 19:

"Section 19. No person shall possess or consume an alcoholic beverage as defined by General Laws Chapter 138, Section 1, as amended, within the limits of any park, playground, any public land or public building owned or under the control of the Town of Needham except with written permission of the appropriate Town tribunal having control thereof, nor shall any person consume an alcoholic beverage, as defined in said Section 1, on any public way or way to which the public has a right of access as invitees or licensees, including any person in a motor vehicle while it is in, on or upon any public way or any way to which the public has a right of access as aforesaid, within the limits of the Town of Needham; and no person shall consume any alcoholic beverages, as previously defined, in, on or upon any private land or place, without the consent of the owner or person in control of such private land or place.

Any person who violates this section may be arrested by a police officer without a warrant.

All alcoholic beverages being used in violation of this section may be seized and held until final adjudication of the charge against any such person or persons has been made by the court.

Whoever violates the provisions of this section shall be punished by a fine not exceeding fifty (50) dollars for such offense.";

or take any other action relative thereto.

VOTED: That the Town vote to amend the General By-Laws of the Town by deleting Section 19 of Article IV thereof in its entirety and by substituting in place thereof the following new Section 19:

"Section 19. No person shall possess or consume an alcoholic beverage as defined by General Laws Chapter 138, Section 1, as amended, within the limits of any park, playground, any public land or public building owned or under the control of the Town of Needham except with written permission of the appropriate Town tribunal having control thereof, nor shall any person consume an alcoholic beverage, as defined in said Section 1, on any public way or way to which the public has a right of access as invitees or licensees, including any person in a motor vehicle while it is in, on or upon any public way or any way to which the public has a right of access as aforesaid, within the limits of the Town of Needham; and no person shall consume any alcoholic beverages, as previously defined, in, on or upon any private land or place, without the consent of the owner or person in control of such private land or place.

Any person who violates this section may be arrested by a police officer without a warrant.

All alcoholic beverages being used in violation of this section may be seized and held until final adjudication of the charge against any such person or persons has been made by the court.

Whoever violates the provisions of this section shall be punished by a fine not exceeding fifty (50) dollars for such offense."

UNANIMOUS VOTE

ARTICLE 6. To see if the Town will vote to amend the General By-Laws of the Town by adding the following new Section 20 to Article IV:

"Section 20. **Licensed Hawkers and Peddlers.**

No person licensed under G.L. Chap. 101, Sec. 22, shall sell or offer to sell the items specified therein within 1,000 feet of any recreational area in organized use or within 1,000 feet or any school, public or private during the hours that school is in session, nor until one hour after the closing of said school or schools; said licensee shall not remain parked at any one location for a period of time exceeding ten (10) minutes, nor shall a bell, horn or other device to attract customers be used by sounding after the hour of 8:00 P.M. of any day.";

or take any other action relative thereto.

VOTED: That the Town vote to amend the General By-Laws of the Town by adding the following new Section 20 to Article IV:

"Section 20. **Licensed Hawkers and Peddlers.**

No person licensed under G.L. Chap. 101, Sec. 22, shall sell or offer to sell the items specified therein within 1,000 feet of any recreational area in organized use or within 1,000 feet or any school, public or private during the hours that school is in ses-

sion, nor until one hour after the closing of said school or schools; said licensee shall not remain parked at any one location for a period of time exceeding ten (10) minutes, nor shall a bell, horn or other device to attract customers be used by sounding after the hour of 8:00 P.M. of any day."

UNANIMOUS VOTE

ARTICLE 7. To see if the Town will vote to authorize the Board of Selectmen to make application from time to time for a grant or grants as such grant or grants may become available from the Economic Development Administration, Department of Commerce, under the so-called Public Works Employment Act of 1976 (Public Law 94-369) and to develop or cause to be developed under its direction programs, goals and objectives for submission to the Economic Development Administration, Department of Commerce in conjunction with such application or applications, and to expend any funds received without further appropriation;

or take any action relative thereto.

VOTED: That the Town vote to authorize the Board of Selectmen to make application from time to time for a grant or grants as such grant or grants may become available from the Economic Development Administration, Department of Commerce, under the so-called Public Works Employment Act of 1976 (Public Law 94-369) and to develop or cause to be developed under its direction programs, goals and objectives for submission to the Economic Development Administration, Department of Commerce in conjunction with such application or applications, and to expend any funds received without further appropriation.

UNANIMOUS VOTE

A motion was made by Mrs. Katharine Preston that Article 8, 9 and 10 be discussed together but voted on separately and it was so unanimously voted.

ARTICLE 8. To see if the Town will vote to accept the provisions of Mass. G.L. Chapter 40, Section 8D, as amended, relative to the establishment of an Historical Commission by Cities and Towns;

or take any action relative thereto.

ARTICLE 9. To see if the Town will vote to amend the General By-Laws of the Town for the purpose of implementing the acceptance of the provisions of Mass. G.L. Chapter 40, Section 8D, under Article 8 hereof by inserting the following new Article XVIII:

"ARTICLE XVIII HISTORICAL COMMISSION

Section 1. **Commission Members.** There shall be an Historical Commission of the Town of Needham, consisting of five (5) members, each of whom shall be a resident of the Town of Needham, who shall be appointed by the Board of Selectmen. Initially two (2) members shall be appointed for the term of three (3) years each, two (2) shall be appointed for the term of two (2) years each, and one (1) shall be appointed for a term of one (1) year. Thereafter, as the term for which the members were initially appointed expires, their successors shall be appointed for a term of three (3) years each. In the event of a vacancy occurring in the membership other than by the expiration of the term of a member, a successor to serve for the balance of the unexpired term shall be filled in the manner provided in Mass. G.L. Chap. 41, Sec. 11. Except for the initial appointments or an appointment to fill a vacancy, appointments shall be made within thirty (30) days after adjournment of the Annual Town Meeting.

Section 2. **Quorum.** At all meetings of the Historical Commission, three (3) members shall constitute a quorum.

Section 3. **Officers.** The members of the Historical Commission shall annually within thirty (30) days after the annual appointments are made by the Board of Selectmen elect from its membership a Chairman, a Vice-Chairman and a Secretary who shall serve as such during the ensuing year and until the election of their successor. All other meetings of the members shall be held at such designated times and places as the members shall designate.

Section 4. **Powers and Authority of the Historical Commission.** The Historical Commission may exercise all the powers, authority and functions authorized by Mass. G.L. Chapter 40, Section 8D, and may make reasonable rules and regulations to aid in the orderly performance of its powers, authority and functions consistent with said Section 8D and this By-Law.";
or take any other action relative thereto.

ARTICLE 10. To see if the Town will appropriate the sum of $500. for the use of the Historical Commission the establishment of which was authorized by vote under Article 8 and 9 hereof; determine how said sum is to be raised and how expended;
or take any other action relative thereto.

Mrs. Kaharine H. Preston, Chairman of the Heritage Advisory Committee, presented the proposal stating that the work of the commission would be advisory and one of record gathering, and would identify sites in town which should be considered of historic value. She explained that the sum of $500. would aid the commission in its search.

The motion under Article 8 was presented and it was

VOTED: That the Town vote to accept the provisions of Mass. G.L. Chapter 40, Section 8D, as amended, relative to the establishment of an Historical Commission by Cities and Towns.

The motion under Article 9 was presented and it was unanimously

VOTED: That the Town vote to amend the General By-Laws of the Town for the purpose of implementing the acceptance of the provisions of Mass. G.L. Chapter 40, Section 8D, under Article 8 hereof by inserting the following new Article XVIII:

"ARTICLE XVIII HISTORICAL COMMISSION

Section 1. **Commission Members.** There shall be an Historical Commission of the Town of Needham, consisting of five (5) members, each of whom shall be a resident of the Town of Needham, who shall be appointed by the Board of Selectmen. Initially two (2) members shall be appointed for the term of three (3) years each, two (2) shall be appointed for the term of two (2) years each, and one (1) shall be appointed for a term of one (1) year. Thereafter, as the term for which the members were initially appointed expires, their successors shall be appointed for a term of three (3) years each. In the event of a vacancy occurring in the membership other than by the expiration of the term of a member, a successor to serve for the balance of the unexpired term shall be filled in the manner provided in Mass. G.L. Chap. 41, Sec. 11. Except for the initial appointments or an appointment to fill a vacancy, appointments shall be made within thirty (30) days after adjournment of the Annual Town Meeting.

Section 2. **Quorum.** At all meetings of the Historical Commission, three (3) members shall constitute a quorum.

Section 3. **Officers.** The members of the Historical Commission shall annually within thirty (30) days after the annual appointments are made by the Board of Selectmen elect from its membership a Chairman, a Vice-Chairman and a Secretary who shall serve as such during the ensuing year and until the election

of their successor. All other meetings of the members shall be held at such designated times and places as the members shall designate.

Section 4. **Powers and Authority of the Historical Commission.** The Historical Commission may exercise all the powers, authority and functions authorized by Mass. G.L. Chapter 40, Section 8D, and may make reasonable rules and regulations to aid in the orderly performance of its powers, authority and functions consistent with said Section 8D and this By-Law."

The motion under Article 10 was presented and it was unanimously

VOTED: That the Town appropriate the sum of $500. for the use of the Historical Commission the establishment of which was authorized by vote under Articles 8 and 9 hereof; said sum to be raised by transfer from the Free Cash Certified Account.

At 10:25 P.M., Mrs. E. Loretta Reynolds moved that this meeting stand dissolved and it was so unanimously voted.
A true copy.

ATTEST: ROSE O. MACKENZIE
Town Clerk

RECORD OF STATE ELECTION
November 2, 1976

Pursuant to the Warrant issued by the Selectmen October 18, 1976, the Inhabitants of the Town of Needham, qualified to vote in elections, met at the polling places designated for the several precincts in said Needham on Tuesday, the second day of November in the year 1976 at 6:45 in the forenoon. The Polls remained open until eight o'clock in the afternoon.

The polling places had been designated as follows:

PRECINCT A—William Carter School
PRECINCT B—Hillside School
PRECINCT C—Derwood Newman Junior High School
PRECINCT D—High Rock School
PRECINCT E—William Pollard Junior High School
PRECINCT F—Highland Avenue School
PRECINCT G—Harris School
PRECINCT H—Broadmeadow School
PRECINCT I—William Mitchell School—Kindergarten
PRECINCT J—William Mitchell School—Gymnasium

The ballot box returns in the precincts were as follows:

Precincts	A	B	C	D	E	F	G	H	I	J
7:00 A.M.	8	25	27	20	34	18	13	15	16	10
8:00 A.M.	81	146	190	159	162	88	113	118	108	102
9:00 A.M.	216	314	411	335	360	200	224	297	242	261
10:00 A.M.	329	494	581	486	504	295	308	456	331	343
11:00 A.M.	424	625	722	643	706	395	389	582	430	409
12:00 Noon	518	733	834	773	870	500	468	726	568	553
1:00 P.M.	577	846	936	847	1002	562	541	821	604	611
2:00 P.M.	665	982	1045	943	1111	635	603	948	666	682
3:00 P.M.	747	1152	1145	1073	1205	717	666	1010	735	783
4:00 P.M.	857	1287	1253	1290	1312	840	735	1148	803	874
5:00 P.M.	995	1436	1425	1463	1479	1020	840	1327	905	998
6:00 P.M.	1175	1662	1652	1657	1695	1110	991	1510	1074	1175
7:00 P.M.	1399	1877	1866	1872	1885	1220	1135	1689	1222	1355
8:00 P.M.	1558	2007	2107	1983	1971	1302	1266	1805	1268	1599
Included) AV	57	80	112	113	138	91	44	83	59	93
in above) SAV	7	3	4	8	4	3	10	3	2	4

The Town Clerk and the Selectmen, upon receipt of the returns from the several precincts forthwith canvassed the same and announced the results at 3:30 A.M., Wednesday, November 3, 1976.

The total number of votes cast was as follows:

PRECINCT A	1558
PRECINCT B	2007
PRECINCT C	2107
PRECINCT D	1983
PRECINCT E	1971
PRECINCT F	1302
PRECINCT G	1266
PRECINCT H	1805
PRECINCT I	1268
PRECINCT J	1599
TOTAL	16,866

(88% of Registered Voters)

The results of the balloting was as follows:	PRECINCTS A	B	C	D	E	F	G	H	I	J	Total
Total Number of Votes Cast	1558	2007	2107	1983	1971	1302	1266	1805	1268	1599	16,866
PRESIDENT AND VICE PRESIDENT											
Anderson and Shackelford, American	1	1	5	0	4	3	2	1	2	2	21
Camejo and Reid, Socialist Workers Party	7	7	22	9	5	2	3	1	2	3	61
Carter and Mondale, Democratic	801	879	779	772	609	543	502	680	462	658	6685
Ford and Dole, Republican	683	1036	1222	1114	1261	685	702	1036	764	878	9381
LaRouche, Jr. and Evans, U. S. Labor	1	3	2	7	3	2	3	4	2	2	29
McCarthy and Stouffer, Independent	38	53	52	47	50	40	31	44	21	28	404
Bubar and Dodge, Prohibition	0	0	0	0	0	0	0	0	0	0	0
Levin and Blomen, Socialist Labor	0	0	0	0	0	0	0	0	1	0	1
MacBride and Bergland, Libertarian	0	0	0	0	4	0	0	1	0	0	5
Wright and Spock, Peoples	0	0	0	0	0	0	0	0	0	0	0
Others	2	2	1	2	0	2	0	3	0	3	15
Blanks	25	26	24	32	35	25	23	35	14	25	264
SENATOR IN CONGRESS											
Edward M. Kennedy, Barnstable	1000	1169	1041	986	916	727	613	911	614	838	8815
Michael S. Robertson, Berkley	448	687	947	850	891	487	560	785	547	666	6868
Carol Henderson Evans, Cambridge	11	15	11	21	59	11	11	9	5	9	162
H. Graham Lowry, Boston	5	7	7	9	2	5	3	5	3	3	49
Others	0	0	0	0	0	0	0	0	1	0	1
Blanks	94	128	103	121	103	72	79	90	98	83	971
CONGRESSMAN, Ninth District											
John Joseph Moakley, Boston	1078	1218	1085	1057	947	726	661	1054	695	938	9459
Robert G. Cunningham, Westwood	361	607	849	766	866	431	498	623	473	545	6019
James MacWarren, Boston	12	14	20	18	9	17	11	9	13	11	134
Joseph M. O'Loughlin, Boston	34	45	43	45	44	31	35	42	21	35	375
Others	0	0	0	0	0	0	0	0	2	0	2
Blanks	73	123	110	97	105	97	61	77	64	70	877
COUNCILLOR, Second District											
George F. Cronin, Jr., Boston	1102	1321	1309	1229	1212	835	773	1163	786	1016	10746
Blanks	456	686	798	754	759	467	493	642	482	583	6120

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
SENATOR IN GENERAL COURT, Second Middlesex and Norfolk District											
David H. Locke, Wellesley	1086	1455	1642	1494	1537	963	933	1362	985	1206	12663
Others	0	0	0	0	0	1	0	0	0	1	2
Blanks	472	552	465	489	434	338	333	443	283	392	4201
REPRESENTATIVE IN GENERAL COURT, Fourteenth Norfolk District (Precincts A, B, C, E, F; G; I and J)											
Robert F. Larkin, Jr., Needham	1022	1167	977	..	749	669	669	..	605	842	6700
E. Loretta Reynolds, Needham	479	749	1041	..	1154	581	560	..	621	701	5886
Blanks	57	91	89	..	68	52	37	..	42	56	492
REPRESENTATIVE IN GENERAL COURT, Sixteenth Norfolk District (Precinct D)											
Charles W. Long, Dover	..	..	..	1099	..	..	..	..	..	..	1099
Scott F. McDermott, Westwood	..	..	..	746	..	..	..	..	..	..	746
Blanks	..	..	..	138	..	..	..	..	..	..	138
REPRESENTATIVE IN GENERAL COURT, Eighteenth Middlesex District (Precinct H)											
David J. Mofenson, Newton	..	..	..	..	..	..	..	848	..	..	848
Robert Wayne Snyder, Newton	..	..	..	..	..	..	..	704	..	..	704
Blanks	..	..	..	..	..	..	..	253	..	..	253
CLERK OF COURTS, Norfolk County											
John P. Concannon, Braintree	1115	1356	1372	1262	1232	854	799	1202	821	1061	11074
Blanks	443	651	735	721	739	448	467	603	447	538	5792
REGISTER OF DEEDS, Norfolk District											
Barry T. Hannon, Braintree	1123	1350	1375	1264	1237	866	797	1205	819	1059	11095
Blanks	435	657	732	719	734	436	469	600	449	540	5771
COUNTY COMMISSIONER, Norfolk County											
James J. Collins, Milton	980	1189	1185	1116	1110	773	712	1084	725	939	9813
George B. McDonald, Quincy	813	986	1058	964	945	674	624	914	633	763	8374
Blanks	1323	1839	1971	1886	1887	1157	1196	1612	1178	1496	15545

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
DISTRICT ATTORNEY, Norfolk District											
William D. Delahunt, Quincy	852	1094	1095	1087	1083	781	763	1104	769	921	9549
Louis Goldstein, Milton	493	588	582	469	459	266	227	384	244	405	4117
Others	0	0	0	0	0	0	0	0	0	1	1
Blanks	213	325	430	427	429	255	276	317	255	272	3199
QUESTION NO. 1 (Equal Rights)											
Yes	979	1284	1320	1194	1208	731	746	1053	728	965	10208
No	509	630	715	720	719	496	485	680	500	573	6027
Blanks	70	93	72	69	44	75	35	72	40	61	631
QUESTION NO. 2 (Graduated income tax)											
Yes	335	400	391	418	422	317	296	369	291	342	3581
No	1136	1506	1640	1472	1500	907	933	1373	941	1195	12603
Blanks	87	101	76	93	49	78	37	63	36	62	682
QUESTION NO. 3 (Absentee Voting for Religious Reasons)											
Yes	896	1149	1273	1169	1152	727	757	1017	719	971	9830
No	556	724	733	693	739	485	445	692	486	551	6104
Blanks	106	134	101	121	80	90	64	96	63	77	932
QUESTION NO. 4 (Mass. Power Authority)											
Yes	214	248	237	245	208	165	140	193	117	181	1948
No	1223	1620	1757	1584	1677	1030	1072	1505	1082	1328	13878
Blanks	121	139	113	154	86	107	54	107	69	90	1040
QUESTION NO. 5 (Banning Private Handguns)											
Yes	589	750	849	764	810	493	507	698	513	657	6630
No	905	1183	1210	1159	1128	759	728	1054	719	894	9737
Blanks	64	74	48	60	33	52	31	53	36	48	499
QUESTION NO. 6 (Controls on Bottles and Cans)											
Yes	784	1067	1205	1120	1195	770	760	1000	778	915	9594
No	699	865	844	788	725	472	470	737	440	631	6671
Blanks	75	75	58	75	51	60	36	68	50	53	601

	PRECINCTS										
	A	B	C	D	E	F	G	H	I	J	Total
QUESTION NO. 7 (Uniform Electric Rates)											
Yes	388	436	466	465	418	288	297	394	271	338	3761
No	1106	1501	1563	1435	1494	943	939	1341	953	1201	12476
Blanks	64	70	78	83	59	71	30	70	44	60	629
QUESTION NO. 8 (Oil Refinery and Deep Water Port)											
Yes	939	1311	1423	1273	1322	803	816	1183	841	1056	10967
No	477	527	543	548	524	379	370	484	319	443	4614
Blanks	142	169	141	162	125	120	80	138	108	100	1285
QUESTION NO. 9 (Sunday Closing Laws)											
Yes	823	1016	1026	885	880	551	561	743	541	756	7782
No	675	904	1022	998	1040	694	678	996	682	792	8481
Blanks	60	87	59	100	51	57	27	66	45	51	603
QUESTION NO. 10 (Restaurant Alcoholic Beverage Licenses)											
Yes	820	1062	996	1018	932	603	591	856	590	795	8263
No	656	833	1033	855	983	629	626	865	630	748	7858
Blanks	82	112	78	110	56	70	49	84	48	56	745

The ballots cast in the several precincts were returned to the Town Clerk in the sealed cases. The voting lists used at the entrances to the polling places and at the ballot boxes with the tally sheets for absentee ballots and copy of the precinct record were also returned, all properly sealed in conformity with the laws governing elections.

ATTEST:

ROSE O. MACKENZIE
Town Clerk